

2013 Elections

Nadine Day – Candidate for President



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

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

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

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

2002-present

III. Section Three: Questions

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

I am running for reelection for the office of USMS President because I will be able to provide stability and continuity of leadership for the organization. We are changing and growing, for example, we are currently working to transition more operational duties to the national office. We have growing pains and I am prepared to help lead the USMS Board of Directors to overcome these challenges and figure out the best solutions for the organization.

As current President of USMS, I have been fully and enthusiastically committed in leading the organization for the past two years. I have followed and promoted the USMS mission: "To promote health, wellness, fitness and competition for adults through swimming."

This past year, USMS was faced with an unexpected significant increase in our insurance premium. We worked together as a TEAM to move forward and ensure that we had insurance for 2013. This endeavor required many volunteers, such as the board of directors, an insurance task force, long distance committee, open water committee, rules committee chair, legislation committee, finance committee, and the national office working together. USMS is placing safety for our members as a priority.

I have shown that I can work with elected officers, the board of directors, national committee chairs and LMSC chairs. I am familiar with escalating insurance premiums, the transition of registration in house, programs and services to LMSCs, Clubs, Coaches and Event Directors. I believe that we need to assess our performance and expand our initiatives with partnerships. We also must provide the necessary resources for people to succeed.

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

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

One of the more pressing issues at this time has been the increase in the USMS insurance premium. While working on this issue, we have found other issues that require our attention. We have had the challenge to re-evaluate our governing structure, compliance issues and programs.

We have recognized the importance of monitoring the structure of our organization. USMS 2.0 task force, which reports to the Governance committee, was appointed to look at other organizations and to examine their strategic plans, industry trends, governance and best practices. By gathering information, USMS can make better decisions in planning for our future. I will work with committees, leaders, and members on planning and succession of our organization. I have demonstrated my belief that decisions should not be made unilaterally and decisions are made for the betterment of USMS as an organization.

I still see USMS struggling with the transition of volunteer lead organization to shared governance, in which both volunteers and an executive director lead the organization. We will always depend on many dedicated volunteers and I applaud the commitment of our members. USMS needs to continue to transition operational duties to the national office, which will allow the volunteer leaders to focus on initiatives and policies.

We also have to look at the governance structure at the LMSC level. The LMSC Development committee, zone chairs, membership staff and club and coach services must collaborate and ensure that the same consistent message is being communicated. We have discovered many inconsistencies that have occurred with having 52 LMSCs. It is our duty to ensure that LMSCs have the resources needed to follow the LMSC standards. Education, stabilizing our infrastructure and providing consistent operational management will enhance the communication to the members. I also believe that the leadership at the local level and clubs are the driving force for growth. We need to provide opportunities for our members to participate and to volunteer by utilizing their expertise, which is critical for our success.

Another issue, which is vital to the success of our organization, is COACHES. Coaches interact with our members every day. Programs that succeed have coaches that are dedicated in promoting masters swimming. I am committed to ensuring that coaches are recognized for their efforts and provide them with resources to promote Masters swimming. USMS and LMSCs need to invest in coaches to improve member services and programs. Strong coaches make strong clubs, which makes stronger LMSCs, which results in a more powerful organization and more members.

This coming year, USMS will bring membership registration in-house; USMS will have better control of our revenue and will be able to address membership benefits. USMS will be able to monitor trends and utilize the information to improve membership services. As a result, USMS should see membership growth by signing up new members and retaining current members.

With all of these issues, the primary linkage is communication. I am committed to ensure communication occurs in two directions. I will keep the leaders of the organization informed. If re-elected, I will continue to promote quality assurance and strive to enhance programs and services for our members. I will lead our volunteers to promote USMS's mission and vision.

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:

- BOD 2008-present
- BOD Task Force
- Ex-officio on BOD Task Force: 2011-present
- Workout Group Task Force: 2011-Chair present, 2010 Chair-Rob Copeland
- Club Development/Mentor: 2006-2009: Chair-Julie Heather, Jeanne Ensign
- Executive Director Search: 2008 Chair-Jim Miller
- Executive Director Transition Team: 2008 Chair-Jim Miller
- National Office Search: 2008 Mike Heather
- BOD Committee
- Compensation and Benefits 2007-2011: Chair. Committee was responsible for Employees Benefit Policy, Paid Time- Off Policy, Severance Package, Executive Bonus, Employee Handbook and Relocation Package of USMS Staff.
- Marketing Committee 2003 to 2008: Chair-Doug Garcia, Tom Boyd, Chris McGiffin
- 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 eight years with four of those years as a member of the Executive Committee. I have been involved with the policy making of the organization, including the strategic plan in 2007 and 2011. For the past two years, I have served as the President of USMS and feel that with the recent challenges that USMS faces with insurance and compliance I can provide a continuity of leadership for the organization.

NIRSA (National Intramural Recreational and Sports Association) USMS representative 2006, 2007, 2008;
Dorothy Donnelly Service Award 2007, Great Lakes Zone Director 2005-2009; Illinois LMSC Chair-2005-2009
Illinois Vice Chair 2002-2005, Illinois Sanction Chair 2001-2005.

Please list any other information you would like included.

I am a physical therapist and co-own a private practice, which gives me the flexibility to serve our organization. I have been a coach for the past 14 years. I have an ASCA Level 3 coaches certification and have completed Level 1/2 USMS Masters Coaches certification. I have worked in the administrative level of health facilities serving as a clinical administrator, rehabilitation director and director of physical therapy.

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

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

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

Sean Fitzgerald – Candidate for Vice President of Administration



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

The candidate was nominated by Lisa Watson and received letters of recommendation from Lisa Watson and Rob Copeland. These letters follow the questionnaire.

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

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

2000 – present

III. Section Three: Questions

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

The Vice President of Administration seems like a natural progression for my involvement in USMS. I have been serving as the Chair of the Legislation Committee since 2005. As Chair of the Legislation Committee, I have been an ex-officio member of the Rules Committee. During my tenure, USMS has also split the Long Distance and Open Water Committees. I was involved in the changes to Part 3 of the Rule Book during that time. I was also a member of the Legislation Committee when Part 4 was added. That experience uniquely qualifies me to serve as Vice President of Administration, since I have been working with the portfolio for the past 8 years. Finally, my participation on the Governance Committee has given me insight into the workings of the Board of Directors and some of the long term issues and Strategic plans of the 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 think that maintaining the balance of work between the Central Office Staff and our strong volunteer base will be a continuing issue. As our membership grows, so does the HOD. At the same time, more of the volunteer positions are being transitioned to the Central Office Staff. This gives us fewer opportunities to engage our volunteers on a national basis throughout the year. We also need a long term plan for the growth of Open Water Swimming. The insurance issue raised this year will be slow to go away, if it ever does. We need to find additional sources of funding not only for Open Water Swims, but for the entire 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:

2000 – 2007 International Committee: June Krauser and Mary Pohlmann served as chairs
2003 – 2005 Legislation Committee, Rob Copeland served as chair
2005 – 2013 Legislation Committee Chair
2009 – 2013 Governance Committee: Patty Miller, Anthony Thompson, Hugh Moore served as chairs
2005 – 2013 Rules Committee ex-officio: Kathy Casey served as chair

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

I have been serving as vice chair of the GA LMSC since 1998. That same year, I was elected Treasurer of International Gay and Lesbian Aquatics for two 2 year terms. In 2003 I was elected as co-chair then co-president of IGLA. In 2005, I was the Meet Director for the 2005 IGLA Championships held at the Georgia Tech Aquatic Center, organizing the events for Diving, Water Polo, Synchronized Swimming as well as Masters Swimming. After taking a year off, I was elected to be one of IGLA's representatives to the Federation of Gay Games. In 2008, I became the Secretary of the FGG where I served until last year.

Please list any other information you would like included.

None Provided.

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

I am excited to have the opportunity to run for the position of Vice President of Administration for United States Masters Swimming. As I complete my eighth year as the Chair of the Legislation Committee, it is time for me to move onwards and hopefully upwards. The VP of Administration is the next logical step. I have a thorough understanding of the committees I would oversee. As Chair of Legislation, I was an ex-officio member of the Rules Committee. I also worked with the Open Water and Long Distance Committees as they separated their duties and created a new Part 3 of the Rule Book. On a local level, I acted as meet director for the 2005 IGLA Championships, bringing nearly 1000 athletes to the Georgia Tech Aquatic Center. I was also involved in the 2010 USMS Short Course National Championships, hosted by the Georgia LMSC. I believe I would be an asset to the Board as USMS continues to expand and create new opportunities for adult swimming.

I look forward to joining the Board of Directors of USMS.

Cheryl Gettelfinger
Chair –USMS Election Committee

Dear Cheryl:

It is with great pleasure that I nominate Sean Fitzgerald for USMS Vice President of Administration. Sean has been active in our Georgia LMSC for many years. He has successfully served as our Vice Chair for 16 years, and during that time has proven to be a valued member of our Board of Directors. He participates in our monthly conference calls and bi-annual meetings, serves as meet director for our state SCM championship meet as well as another SCY meet, and has created a yearly 'Grand Prix' series for our Georgia swimmers which has proven to be very popular.

In addition to contributions in our Georgia LMSC, Sean has also become a valuable asset to USMS on the national level. Sean has served on various national committees and has served as Chair of the Legislation Committee for the last 8 years. This position has obviously required numerous hours of service not just at convention, but throughout each year. His administrative experience at both the state and national level certainly makes him an excellent candidate for this position. I am delighted to endorse his candidacy for Vice President of Administration, and give my permission for this letter to be advertised to our USMS delegates.

Sincerely,

Lisa Watson
Chair- Georgia LMSC

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Rob Copeland  
100 Grouse Point  
Fayetteville GA 30215

April 16, 2013

Cheryl Gettelfinger  
Election Committee Chair  
U.S. Masters Swimming

It is my honor to write this letter of recommendation for Sean Fitzgerald as U.S. Masters Swimming Vice President of Administration.

I believe Sean possesses the critical skills, aptitude and experience to lead our administration division. As VP of Administration, Sean will have responsibilities over our Championship, Legislation, Registration and Rules committees. While chairing the Legislation Committee for the past 8 years, Sean has developed a deeper understanding of how these committees work together and how they fit to form the foundation of USMS. Equally important to understanding the committees of the Administration division are Sean's leadership skills and his ability to be a key player in turning the strategic vision of Masters Swimming into a reality. And just as critical is his volunteer spirit; in the 15 years that I've known him; Sean has and continues to demonstrate this spirit within his club, the GA-LMSC, USMS and across the broader aquatic community. I am confident this spirit will continue to shine as Sean steps up to the next level of service leadership.

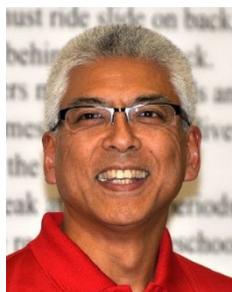
Sean will be an advocate for his committees and Sean will be a strong voice on the USMS Board and as an important membership of our leadership team. I recommend Sean without reservation to serve as the Vice President of Administration for U.S. Masters Swimming.

Very truly yours,

  
Rob Copeland

p.s. The USMS ad hoc Election Committee has my permission to reproduce and distribute this letter.

## **Ed Tsuzuki – Candidate for Vice President of Administration**



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

The candidate was nominated by Nadine Day and received letters of recommendation from Nadine Day and Patty Miller. These letters follow the questionnaire.

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

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

1999 – 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; 2009 – Chicago, IL; 2010 – Dallas, TX; 2011 – Jacksonville; 2012 - Greensboro

### **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 19 years and have served as an officer at the LMSC level for 16 years and also as a national delegate and active committee member for the last 14 years. I have also served as the Vice President of Local Operations for the last 4 years, have led the End-to-End Event Management Task Force and bring a tremendous amount of passion and energy to the USMS organization at the LMSC, Zone and National levels. I am interested in continuing in a leadership role and expanding my experience as Vice President of Administration, which oversees the Championship, Legislation and Rules Committees. It is my impression that these committees are very well organized and run and I believe I can learn a great deal from my interactions with all of them.

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

One major issue continues to be membership growth and retention. We must continuously strengthen the value of membership and deliver consistent, positive membership experiences – for all of our member profiles – the pool or open water competitor, the fitness swimmer, the triathlete, and the coach. I believe that we can introduce creative approaches to membership types and fees, providing targeted approaches to recognize and encourage renewals and/or extended memberships. I am also very interested in continuing to provide rewarding opportunities for our incredible volunteer base. The organization thrives because of the commitment and dedication of our volunteers at the local and national level and it is critical that we improve training, communications, and recognition for this valuable “workforce.”

**Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:**

Records and Tabulation Committee  
Chair – Pieter Cath (1999-2004)  
Chair – Mary Beth Windrath (2005-2007)  
Chair – Ed Tsuzuki (2008-2009)  
Computer On-Line (1999-2000)

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

In addition to serving on the Executive Committee and Board of Directors for the last four years, I have served as Chair or Vice Chair of the Records and Tabulation Committee for 10 years. I have also led the End-to-End Event Management task force which has been responsible for the development of the on-line meets database, event rankings, automation of the top ten tabulation process and most recently the on-line sanctions request and integrated calendar of events.

**Please list any other information you would like included.**

I live and breathe swimming. In addition to the “administrative” involvement detailed in this bid, I am an active pool and open water competitor and have been the head coach of the Bernards High School (New Jersey) girls and boys swim teams for the past 25 years.

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

I have been a USMS member for 19 years, served as an officer at the LMSC level for 16 years, as a national delegate and active committee member for the last 14 years. I have served as a national committee chair, vice chair or as Vice President of the Local Operations division and member of the Board of Directors throughout my tenure as a national delegate. I bring a tremendous amount of passion and energy to the USMS organization at the LMSC, Zone and National levels and am eager to continue serving on the Executive Committee and Board of Directors in a new role as the Vice President of the Administration division. One of the things I have been most proud of during my tenure is the close working relationship I have been able to develop with the committees and their chairs as well as with the National Office staff and I look forward to the opportunity to do the same within the Administration division. I believe we have an incredibly enthusiastic and dedicated volunteer base and would like to continue to promote the development of and growth of United States Masters Swimming.

April 26, 2013

Dear United States Masters Swimming House of Delegates,

I am honored to bring forth my nomination for Vice President of Administration in nominating Ed Tsuzuki. I have had the privilege to work with Ed Tsuzuki for 4 years as he served as Vice President for Local Operations. His leadership and guidance with the LMSCs has shown to be forward thinking. He has worked hard to unify LMSCs. Ed has lobbied for volunteer recognition and the preservation of USMS history. He was instrumental with the end-to-end event management system, which we use to sanction USMS events. Ed received the Ted Haartz staff award last year, which exemplifies that he has a good relationship with both staff and volunteers. These qualities of leadership, communication and compassion would serve him well in this role.

Ed also has an understanding of the Board of Directors role and responsibilities. He has the vision of seeing the Big Picture of USMS. He is willing to accept change and challenges that USMS faces and will make the best decisions for USMS’s future.

It is my honor and duty to endorse Ed Tsuzuki to be United States Masters Swimming’s Vice President of Administration.

Sincerely,

Nadine KM Day  
USMS President

To whom it may concern: I give my permission to have this letter published. Nadine Day

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April 29, 2013

To Whom It May Concern:

I am pleased to provide this letter of reference for Ed Tsuzuki and his candidacy for the U.S. Masters Swimming position of Vice President of Administration. I have worked with Ed in his capacity as Vice President of Local

Operations for the past several years and have been impressed by his commitment to USMS and its members and volunteers, as well as his leadership style.

Ed has worked with the committees assigned to him in a manner that empowers and supports their work. He has participated with the committees and very actively on the Executive Committee and Board of Directors while juggling a demanding international travel schedule for his job. Despite that schedule, he is responsive and follows through.

Ed has a big picture focus that will suit him well in the Vice President of Administration position, where he would work with the “business” committees such as the Legislation, Rules, Registration and Championship Committees.

Quite importantly, Ed exhibits a demeanor and professionalism that suit him well to be Vice President of Administration. I have seen Ed work with our volunteer leaders in a patient, professional manner that encourages and rewards high performance. Ed communicates clearly and has a friendly, cheerful and supportive manner that makes the volunteer experience rewarding for those who have the pleasure of working with him.

Sincerely,

Patty Miller

Note: I consent to publishing of this letter.

Jody Smith – Candidate for Vice President of Community Services



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

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

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

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

Anaheim, CA - September 26-30, 2007
Atlanta, GA - September 24-28, 2008
Chicago, IL - September 16-20, 2009
Dallas, TX - September 15-19, 2010
Jacksonville, FL – September 14-18, 2011
Greensboro, NC – September 12-16, 2012

Also attended the USAS Convention in 2004, 2005 and 2006

III. Section Three: Questions

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

My interest in serving USMS as the VP of Community Services stems from my desire to improve the experience of our members, coaches and programs, grow our membership and support our volunteer efforts both locally and nationally.

From the day I joined my first Masters program over thirteen years ago my passion for Masters Swimming has continued to grow from year to year. As my enthusiasm for the sport has grown, so has my involvement at both the local and national level.

My experiences as a swimmer, event host, facility manager and coach provide me a multifaceted perspective on the issues and opportunities facing USMS and our members. In addition to being a USMS board member the last two years, I have also served on the Pacific Masters Board and the San Jose Arena Authority (mayor appointed) and reported to the Board of Mountain View Masters Swimming, so I'm versed in the roles and responsibilities of board members. I have a strong understanding of the current USMS landscape and have worked with numerous volunteers and staff members on USMS projects and events.

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

The current challenges I see USMS facing are the following:

- Clear communication between the board of directors, USMS committees, staff, LMSC's and volunteers.
- Structuring and supporting open water swimming and events given the new circumstances and constructs related to insurance.
- Growth in membership as well as an organization.

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

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:

Championship Committee, Jan 2008- Sep 2011, Chairs Mark Moore (2008-2010) & Jeff Roddin (2010-Current)
Coaches Committee, Nov 2010 – Sep 2011, Chair Craig Keller

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

Other relevant work, event and sports governing body experience:

- Assistant Athletic Director – University of Oregon
- Competition Director – 2013 USA Track & Field Olympic Trials
- Associate Athletic Director – San Jose State University
- Special Events Manager & Avery Aquatic Center Manager – Stanford University
- Meet Director – USA Swimming National Championships, NCAA Water Polo Championships
- Tournament Director – NCAA Men's Basketball, First and Second Rounds
- Associate Director – USA Track & Field National Championships

Please list any other information you would like included.

None Provided.

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

As an active member of this community and someone that plans on "Swimming for Life", I submit my nomination to serve USMS as the Vice President of Community Services. Within our organization I've been a participant, an event host, a large aquatic facility manager and most recently a coach. And I will bring the knowledge and understanding gained in these functions to this position. I will also bring my experience as a leader, organizer and administrator to this role. As a volunteer, I have been involved at the club, LMSC and national level and have devoted time to be aware of the dynamics of our organization, our history and our plans

for the future. I look forward to the opportunity to work directly with the USMS Fitness, Sports Medicine and Science and Coaches Committees. I'm passionate about USMS, our members and our programs, and I'm committed to serving our community as an active member of the Executive Committee.

Chris Stevenson – Candidate for Vice President of Local Operations



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

The candidate was nominated by Ed Tsuzuki and received letters of recommendation from Ed Tsuzuki and Betsy Durrant, in accordance with our Election Operating Guidelines. These letters follow the questionnaire.

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

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

Anaheim, CA: Sept 27-30, 2007
Atlanta, GA: Sept 25-28, 2008
Chicago, IL: Sept 17-20, 2009
Dallas, TX: Sept 16-19, 2010
Jacksonville, FL: Sept 15-18, 2011
Greensboro, NC: Sept 13-16, 2012

III. Section Three: Questions

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

Like so many USMS volunteers I am motivated by the desire to “give back” to the swimming community and to enhance the swimming experience for adults. Contact at the club and LMSC level is still the dominant force shaping the experience of most USMS members, and my involvement at the local (LMSC) level is extremely important to me. The VP of Local Operations position looks to be the best way to leverage my enthusiasm for local volunteerism at the national level.

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 longstanding challenge facing USMS is that the quality of Masters swimming can vary quite a bit from LMSC to LMSC and even within LMSC boundaries. At the same time there is a tension between national policies, and the desire for standardization, and the ability of LMSCs to implement those policies. What sounds like a good idea and works well for one LMSC may not be as effective for another. I think one of the main jobs of the VP of Local Operations is to address and coordinate these issues through the various committees under his/her supervision (LMSC Development, Records & Tabulation, Recognition & Awards, History & Archives). At the Board level I would be looking for opportunities to allow LMSC flexibility and provide assistance in dealing with the challenges that the LMSCs face. Increased collaboration at the Zone level is worth exploring; I would look for resources and expertise that exist in nearby LMSCs for guidance and assistance in helping all LMSCs address their challenges.

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, 2007-present. Served under Ed Tsuzuki 2007-2009, served as vice chair 2008-9, serving as chair 2009-present.
Championship, 2009-present (ex-officio) under Jeff Roddin.
USMS 2.0 Task Force, 2013-present under Hill Carrow.

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

I am very involved at the LMSC level:

- Top 10 Recorder since 2006, responsible for maintaining LMSC records and submitting times for Top 10 consideration for all three courses.
- LMSC Webmaster since 2010, during which time I completely redesigned the website (www.vaswim.org) to use the WordPress content management system. Beyond updating and maintaining the website I am in charge of electronic communications within the LMSC. As part of these duties I post “what’s new” items every 3-5 days on the website and compose the monthly email newsletter digest of these posts that is sent to the entire LMSC. I also work with the LMSC Registrar to maintain the monthly mailing addresses for the print newsletter, including managing an “opt out” program to receive only the electronic version of the print newsletter.
- LMSC Vice-chair 2006-2008
- LMSC Chair 2008-2010
- With my wife I am co-director of 2013 Colonies Zone LCM Championship meet.
- Since 2010 I have maintained the Colonies Zone records and Colonies Zone Championship records.
- In my “real” job I have been a chemistry professor for 20 years. I have had a significant amount of administrative and management experience. I was the Environmental Studies program coordinator for 10 years, a position that required coordinating the activities of departments from five different schools across the university. I also served as the Geography department chair for three years.

Please list any other information you would like included.

None provided.

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

I have been a USMS member for 25 years and have been involved with USMS as a volunteer since 2006. I have served in many roles at both the LMSC and national level, and my greatest passion is to encourage volunteerism and effective management at local levels.

April 26, 2013

To the United States Masters Swimming House of Delegates,

I am very pleased to nominate Chris Stevenson for the position of Vice President Local Operations for the 2013 elections. I have worked very closely with Chris for over 6 years as he has been the chair of the Records and Tabulation Committee since 2009 and has been a member or vice chair of the committee since 2007. Chris is also extremely active within the Virginia LMSC where he serves as both Top Ten Recorder and webmaster. He has also served as the Virginia LMSC vice chair and chair from 2006 to 2010. Chris is particularly well suited to serve as a member of the Executive Committee and Board of Directors based not only on his leadership experience but also on his deep understanding of the USMS organization, its mission, and its operations. Chris has a solid working relationship with the national office and is particularly good at drawing out the best in our volunteer base. He is extremely collaborative at all levels of the organization and as a committee chair demonstrates very strong facilitation skills.

Under Chris’ leadership, the Records and Tabulation Committee has never been more organized and productive. The committee continuously strives to add clarity to rules, policies and documentation and also provides

tremendous support to the extensive volunteer base of top ten recorders by driving improvements to our automated tabulation tools.

It is my pleasure to endorse Chris Stevenson to be United States Masters Swimming's next Vice President of Local Operations. This letter may be published.

Sincerely, Ed Tsuzuki
USMS Vice President, Local Operations

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Letter of Reference for Chris Stevenson

It is with great enthusiasm that I am writing a reference for Chris Stevenson for Vice President of Local Operations. Chris made an impression as a worker and as a leader as soon as he got involved in the administrative side of Masters Swimming. He will be a wonderful asset to the Board of Directors and the Executive Committee. I believe Chris has chosen to run for the office that is perfect for him.

Local Operations is an area where he has had experience and has been extremely successful. Our LMSC (Virginia) is active and vibrant because we have been fortunate to have people like Chris who have vision and leadership skills, but who also are willing to do the necessary work for success. He is very supportive of everyone who assumes a leadership responsibility. He has helped me many times in many ways in my endeavors as newsletter editor and as a meet director. I find him very willing to help and easy to work with. He has had experience as local Top Ten Chair, Webmaster, and LMSC Chair. This year he has taken on the role of co-meet director for a new meet which has been designated as the Colonies Zone LC Meet.

When Chris attended his first convention, he was noticed immediately because he asked the right questions and was able to contribute during meetings because of his prior experience locally. He is currently Chair of the USMS Records and Tabulation Committee. In meetings Chris both contributes and listens. He has ideas but always listens to other ideas or improvements to his suggestions. I have had experience as a USMS officer and as a member of the USMS Board of Directors, and I believe our organization will benefit from Chris' leadership. He has the interest and ability to recruit new volunteers for the organization; he will help them get going and then step back and let the new volunteer do the job.

I strongly urge you to support Chris Stevenson for Vice President of Local Operations.

Betsy Durrant

This letter may be included in the published election materials.

## **Chris McGiffin – Candidate for Vice President of Programs**



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

The candidate was nominated by *Rob Copeland* and received letters of recommendation from *Paige Buehler* and *David Diehl*, in accordance with our Election Operating Guidelines. These letters follow the questionnaire.

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

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

Attended 2005 - 2012 HOD Meetings

### **III. Section Three: Questions**

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

In the last nearly three years serving on the Board of Directors, I am finding that one way to directly contribute to the health and wellness of US Masters Swimming is to become a volunteer. My volunteer experience started in 2004 when I found the time and energy to serve as the Chair of my LMSC. With little training or experience being an LMSC volunteer, I knew that I would have to tap into other sources of support. Luckily, I picked up a lot of knowledge from the LMSC leaders who preceded and served with me. The practical experience I gained during the five years as Chair continues to grow now as I volunteer at the national level.

I am interested in the position of VP of Programs because I would like to continue my service to USMS and this particular role will offer me the opportunity to work with the Long Distance, Officials, and Open Water Committees. I feel that the strength of my candidacy draws upon my experience and contributions from serving as the At-Large Director of the Colonies Zone and my active involvement with multiple BOD working groups - Volunteer Roles Task Force (VRTF), IT Liaison, and BOD Grievance Panels.

I feel privileged to serve as a volunteer leader, and look forward to more opportunities to learn, contribute and to help move US Masters Swimming forward.

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

There are a variety of challenges for USMS currently. In the near term, one area of attention lies in supporting the needs and concerns of our volunteers. Even as we gain more National Office staff, the majority of our organization's strength is directly related to the ability to attract and retain effective volunteer leaders, especially at the local LMSC level where USMS growth can be strongly influenced. One way to support local volunteers is to share the knowledge of others. As Chair of the Volunteer Roles Task Force (VRTF), I am helping to draft volunteer role templates that we hope will serve as a reference to our current leaders and as a source of information for potential future leaders. Enhancing the volunteer experience is one of the key initiatives of the updated US Masters' Strategic Plan. As the efforts of the VRTF proceed, we understand that templates alone will not transform the organization, and that active collaboration among volunteers will be a primary factor in helping to drive consistent membership service and enhance the volunteer experience.

Another area of concern for USMS is the limited resource of pool space and time. While many open water swimmers might say that there are limitless opportunities to organize workouts by heading to the nearest lake, bay or ocean ☺, practically speaking, it is obvious that access to pool facilities remains a central component to the basic needs for most of our members. What can we do as an organization to help develop clubs and workout groups that will survive, and thrive? I would like to work with USMS Club Development to get underneath this concern, and examine viable options and actions we can take to improve club and member retention. If our Vision Statement says that "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," how can we take things to the next level so that facilities will see the value of partnering with USMS to create programs that will benefit their bottom line? It is more than a sales pitch. Long-lasting programs exist, and we can see that they last mostly because of the people involved. We have the business models to demonstrate the success, but there is more work to do in order to build clubs that last.

USMS faces another, more immediate challenge of addressing the very significant concerns related to the increase in our insurance coverage and its impact on our Open Water event business, our LMSCs, Event Directors and ultimately our members. For now, the circumstances are difficult, and the insurance costs may be here for longer than we wish. I am confident that we can work together and find ways to improve the situation and still provide safe and enjoyable events for our members.

On the subject of Open Water, I fully support the idea of emphasizing safety. The OW committee's work to hold safety webinars is a worthy undertaking, and efforts to create a Safety Director Development program and

clinics will help train and educate interested Open Water personnel, raising the level of knowledge and increasing the number of people with that knowledge to plan and conduct more events with greater expertise. I would also support the development of training program designed for Open Water Event Directors. Certification programs for Safety Directors and Event Directors may influence event insurance underwriting in a positive direction, hopefully resulting in lower premiums.

As far as Long Distance is concerned, I would like to help focus on improving the efficiency of compiling event records, All-Americans and All-Stars data. and enabling this information to present for each participant on their My USMS Swimmer Info page. At the moment, this information is collected and reported manually, and in this area there are clear opportunities to implement more automated solutions. Growing LD events, such as the postals, deserves attention. We do an excellent job promoting pool championships, but more can be done across available communication channels to encourage members to experience the fun and competition available.

With Officials, I am aware that there is a significant need to expand the content currently available in the Guide to Operations section of usms.org. I am working with the USMS IT staff to make this happen. I am also interested in supporting efforts toward developing a USMS Officials Certification program; one that will offer training and education for both pool and open water officials. We do rely substantially on the availability of certified officials for all of our competitions, and expanding the base with future classes of trained USMS Officials would be an effective way to meet the demand for the long term.

**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 -2011

USMS Marketing Committee member (under Tom Boyd): 2006-2007

USMS Marketing Committee Chair: 2008 - 2009

USMS LMSC Development Committee member (currently under Paige Buehler): 2010-present

USMS Board of Directors, At-Large Director, Colonies Zone: 2011-present

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

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

National Top Ten finisher

LMSC Record holder

Club Planner for Annual Holiday Party

Club Treasurer

Club Coach - USMS Level 2 Certified

NJ LMSC Chair: 2004 - 2009

NJ LMSC Vice Chair: 2010-present

NJ LMSC Co-Registrar: 2011-present

Facilitated LMSC bylaw updates

Implemented LMSC Membership Promotion Campaign

Developed an LMSC Continuous Membership Recognition Awards Program

Helped to create the Lou Abel Distinguished Service Award

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

BOD Experience:

Served as a member of multiple BOD Grievance Panels

Serving as Chair of the Volunteer Roles Task Force (VRTF)

Serving as member of the IT Liaison Task Force

**Please list any other information you would like included.**

None provided.

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

Chris McGiffin, candidate for USMS Vice President of Programs. As a USMS member since 1995, I have served or currently serve in volunteer and leadership positions at the Club, LMSC, and national levels of the USMS organization. I am committed to working with the USMS Board of Directors in promoting the organization's missions, objectives and goals to serve US Masters Swimming and its members.

Rob Copeland  
100 Grouse Point  
Fayetteville GA 30215

April 16, 2013  
Cheryl Gettelfinger  
Election Committee Chair

U.S. Masters Swimming

It is my honor to nominate Chris McGiffin as U.S. Masters Swimming Vice President of Programs.

Chris has served USMS with distinction for many years in a variety of leadership capacities, most recently as a member of the USMS Board of Directors, since 2010, and as a member of the LMSC Development Committee.

I believe as Vice President of Programs Chris will continue to provide strong leadership to Masters Swimming and to the committees of the Programs division.

I recommend Chris without reservation to be the next Vice President of Programs for U.S. Masters Swimming.

Very truly yours,

Rob Copeland

p.s. The USMS ad hoc Election Committee has my permission to reproduce and distribute this letter.

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Paige Buehler
814 Mabelle Street
Moscow, ID 83843
208.892.1328 – swim@galacticnorth.net

April 27, 2013

Esteemed Elections Committee,

US Masters Swimming is in the enviable position of having Chris McGiffin nominated for Vice President of Programs. I feel that his portfolio of skills and accomplishments coupled with his passion for swimming make him an ideal candidate for this position and I would like to recommend him.

Chris has served as a charter member on the LMSC Development Committee while simultaneously holding several other positions at the local and national level, including At-Large Director for the Colonies Zone on the Board of Directors. During the time that I have served as chair of the LMSC Development Committee, Chris has demonstrated many of the key attributes that are needed for the position of Vice President of Programs.

Chris took on the Herculean task of chairing the task force to document all the volunteer roles within USMS at all levels. This involved drafting templates for each role, soliciting and incorporating feedback from the people in those roles, making the templates available to every volunteer and finding an owner for the role templates going forward.

Networking and information sharing is one of Chris's core values and strengths. He sees great value in connecting people and the knowledge they hold. As the chair of the Mentoring Subcommittee on the LMSC Development Committee, Chris oversees several projects that do just this. He has also been a presenter at several convention workshops.

Finally, Chris believes in good management practices for good results. He is organized, publishes agendas, makes sure minutes are recorded accurately and uses meeting time wisely. He is knowledgeable of roles and processes at multiple levels in USMS and uses that knowledge to provide vision and motivate volunteers effectively while actively listening to input and facilitating positive outcomes.

It is my pleasure to recommend Chris McGiffin as a candidate for the position of Vice President of Programs. You are invited to publish this letter of recommendation.

Sincerely,

Paige Buehler
USMS LMSC Development Committee – chair
Inland Northwest LMSC – past-chair

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April 17, 2013

Cheryl Gettelfinger  
Chair of the Election Committee

I am writing this Letter of Recommendation in support of Chris McGiffin for the position of United States Masters Swimming (USMS) Vice President of Programs. My name is David Diehl, the current VP for Programs, I have been involved with USMS for over 35 years and have known and worked with Chris since he began his involvement with USMS.

Chris is a dedicated member of USMS who has served in a leadership capacity for many years at both the local and national level. He is currently an At-Large Director of USMS as well as serving as the chair of the Volunteer Roles Task Force (VRTF). I have had the pleasure of working with Chris as a member of the VRTF. Chris provided outstanding leadership of the VRTF which completed a thorough review of the major volunteer positions and the creation of detailed templates for each position. Chris worked diligently to consult and coordinate with many people with the expertise to draft templates for each position. He then coordinated with his task force members to finalize each template which was then posted on the USMS web site.

I heartily recommend Chris McGiffin as the next USMS Vice President of Programs. I know Chris will perform his duties in a manner that will enhance USMS and help make the organization operate more effectively and efficiently because of his experience and leadership.

David Diehl  
VP for Programs

(This letter may be published)

## **Chris Colburn – Candidate for Secretary**



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

The candidate was nominated by Meg Smath and received letters of recommendation from Mo Chambers and Chris Campbell, in accordance with our Election Operating Guidelines. These letters follow the questionnaire.

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

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

Dearborn, MI (September 13-17, 2006)  
Anaheim, CA (September 26-30, 2007)  
Atlanta, GA (September 24-28, 2008)  
Chicago, IL (September 16-20, 2009)  
Dallas, TX (September 15-19, 2010)  
Jacksonville, FL (September 14-18, 2011)  
Greensboro, NC (September 12-16, 2012)

### **III. Section Three: Questions**

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

I am interested in the office of USMS Secretary because I firmly believe in giving back to the sport that has had such a positive impact on my life. Besides the obvious health and wellness benefits of swimming, Masters Swimming has given me lasting friendships and an extended family of like-minded individuals who are passionate about giving back to the sport we love.

I believe I would make a good candidate because I have a deep interest in the strategic and operational workings of U.S. Masters Swimming. As Secretary, I would be honored to work with all levels of our volunteer infrastructure and our staff to bring about a better future for our sport. In my “day job” as an IT professional, I have extensive experience with compiling and organizing meeting notes, project plans, and documentation to ensure the success of our team’s operations. As a linguist with a background in writing, I have done research on developing effective communication for a myriad of audiences. As a long-time coach and volunteer, I understand both the operational and functional processes of the office. I have formed working relationships with many members of both the volunteer and staff leadership that would facilitate my ability to do the work required by this position.

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

The two major issues I see for USMS in both the short and long term involve member retention and the role of volunteers in the organization. We have done a great job with our efforts to attract new members to Masters Swimming in the past few years. If we want to grow our numbers even faster and more consistently, we need to maintain our new member efforts while ensuring that we strengthen the initiatives that will keep those members coming back year after year. Moreover, as we transition many previously volunteer roles to the National Office staff, we need to continue to define current, relevant roles for the passionate volunteers who wish to devote their time and talent to U.S. Masters Swimming.

As an elected officer, I would work diligently with the Board of Directors, the National Office, and the Masters Swimming community to help define clear, effective roles for our volunteers that enable us to move forward with the mission of the organization. Further, I would help to identify and implement ways to focus our programs on a two-pronged approach that addresses both membership growth and member retention.

**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:

- 2000 (Scott Rabalais, Chair)
- 2007 – May 2008 (Vice Chair; Mo Chambers, Chair)
- June 2008 – 2010 (Chair; Chuck Burr, Scott Bay, Kerry O’Brien, Vice Chairs)
- 2011 (Craig Keller, Chair).

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

- Head Coach, Delaware Swim Team Old Dawgs, 1996-1999
- Pilot Coordinator, Colonies Zone Regional On-Deck Coaching Program, 1999
- USMS On-Deck Coaching Coordinator, 2000, 2007-2010
- Illinois LMSC Vice Chair, 2005-2009
- Illinois LMSC Webmaster/IT Director, 2005-2011
- Head Coach, Academy Bullets Masters, 2006-present
- USMS Club Development Task Force, 2008-2009
- Illinois LMSC Chair, 2009-2011
- Illinois LMSC/ILMSA Coach of the Year, 2009
- USMS Kerry O'Brien Coaching Award, 2009
- USMS Dorothy Donnelly Service Award, 2009
- Allegheny LMSC Vice-Chair, 2011.

**Please list any other information you would like included.**

When I'm not coaching, swimming, working on pools with my wife, or working with technology, my hobbies include spending time with family; driving; cycling (on- and off-road); watching reruns of cop shows; checking out new and different eateries; and NEVER wearing a red shirt on an away mission.

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

In addition to coaching Masters swimmers for over 23 years, I have worked actively at the local, regional, and national levels in three different LMSCs for the past 15 years. I have given back to Masters Swimming wherever possible in coaching, leadership, and communications-related roles. I have a deep interest in the strategic and operational workings of U.S. Masters Swimming. My experiences with technology, linguistics, and coaching have given me the organizational, communications, and strategic thinking skills to succeed in this position. As Secretary, I would be honored to work with all levels of our staff and volunteer infrastructure to bring about a better future for our sport.

171 Creekwood Way  
Nicholasville, KY 40356

May 14, 2013

To the Election Committee:

I am pleased to nominate Chris Colburn for the office of secretary of United States Masters Swimming.

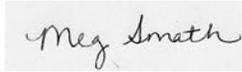
I have worked with Chris on both the national and zone level for the past decade and have found him to be extremely competent, easy to work with, and, most important, easy to get along with. I have previously held the office of secretary, and am therefore familiar with the competencies required for the position, and Chris has them all. He is an excellent writer and communicator, and is well organized and has a good grasp of the issues facing U.S. Masters Swimming. As chair of the Coaches Committee, he always provided minutes for the committee's meetings in a timely manner, and in the correct format, without me having to badger him. He was also chair of the Illinois LMSC while I was secretary, and I never had to send him a second notice to declare delegates. I am confident that Chris will do an excellent job communicating the decisions of USMS, as well as maintaining the necessary convention records. I also trust that as a member of the Board of Directors and Executive Committee, he would make fair, informed, carefully considered decisions that are in the best interests of USMS.

I had to look back over past correspondence to figure out how long I've known Chris, and was a little surprised that it hasn't been more than 20 years. It seems like I've known him for a very long time, and like we've been good friends from the start. When I was elected secretary, I found that the job required more social interaction

than I would have expected. This most definitely would not be a problem for Chris! Once you meet him, you are his friend, and he would do anything you asked him to do. He is not averse to doing the “grunt work,” and he does everything with a cheerful outlook and within a rapid timeframe. I can recommend Chris for this office without reservation, and am personally delighted that he has decided to run.

I give my permission to publish this letter.

Sincerely,



Meg Smath  
Chair, Kentucky LMSC  
Past USMS secretary

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Mo Chambers
15603 SE Rivershore Drive B Vancouver, WA 98683 B moswimn@mac.com

May 15, 2013

Dear USMS Election Committee:

It is both an honor and a pleasure to submit this letter in support of Chris Colburn’s nomination for the office of Secretary of United States Masters Swimming (USMS). Chris brings with him an unmatched level of accountability and professionalism, a rich passion and enthusiasm for the sport of Masters Swimming, and a clear understanding of the sport from the grass roots to the national level.

I met Chris for the first time at the 2006 USAS Convention in Dearborn, Michigan. As the convention was coming to a close, I was approached by then president Rob Copeland to step up as the chair of the coaches committee. I accepted the position only under the condition that Chris Colburn be my vice-chair. Looking back, I believe this could be one of the smartest moments in my life. Chris was, quite simply, amazing. His attention to detail, his follow through on tasks, and his vision to the future were outstanding. Needless to say, in less than two years, Chris stepped into the role of committee chair without missing a beat. What I see in Chris is a very unique ability to understand the big picture while keeping a close eye on the details – a skill set perfectly matched to the position of secretary of our organization.

It is no secret that Chris Colburn is one busy guy. However, in between juggling his full-time job in the information technology industry, driving to Pennsylvania to spend time with his wife, and his various responsibilities in USMS and its local committees, Chris continues to bring his enthusiasm and rich understanding of swimming to the Academy Bullets Masters five mornings each week. It is the feet grounded on our pool decks bringing consistency and quality to our growing population of Masters swimmers that sits at the heart of the success of USMS and Chris Colburn gets that. Making a difference in the lives of his thirty-five dedicated “Bullets” never comes off his radar. His passion and enthusiasm for Masters swimming and the USMS organization is unwavering and inspirational – again, a perfect match to a position on the Executive Committee.

As a twenty-five year member of USMS, a past Coach of the Year, and a past local and national committee chair, I appreciate Chris’ wide vision and experience in every level of our sport. From the grass roots to the national level, the local committees in between, chairing events and working on special task forces, Chris always brings his A-game. Did I mention that he is smart? Combine that with his passion, his dedication, and his experience and Chris Colburn in the office of Secretary will be a huge win for USMS.

Thank you and yes, USMS may publish this letter.



1997 USMS Coach of the Year
1996 Pacific Masters Swimming Coach of the Year

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May 14, 2013

To the USMS Nomination Committee,

This letter is submitted in support of the nomination of Chris Colburn for the Office of USMS Secretary.

I have known Chris since 2008, when I first became a USMS National Convention Delegate, and shortly thereafter, a member of the USMS Coaches Committee. I was immediately struck by his passion and commitment to Masters Swimming. This strikes a resonant chord with me. Furthermore, his educational background in linguistics dovetails perfectly with the communication skills required of the officers of USMS. While he was Chair of the Coaches Committee, I was impressed by his organizational and administrative skills. In recent years, the Coaches Committee has expanded its charter with respect to the education and certification of USMS Coaches, and Club Development, among the many aspects of what we as coaches do on a daily basis. This is due in no small part to Chris's tireless efforts on deck, whether he is serving in an official USMS capacity or not.

The secret ingredient, however, comes from his day job. His involvement in the Information Technology industry has given him a tremendous background in what my profession calls "Systems Engineering." In simple terms, this means having a good sense of where your process has been, where it is, and where it's going to go. Additionally, the "whys" and "hows" are extremely relevant. Where is our process going, why do we want to go there, and how will we get there? This is "vision," and Chris has this in abundance.

I believe that Chris's vision, communication and administrative skills will serve him in good stead as USMS Secretary. I am pleased to support his bid for this office.

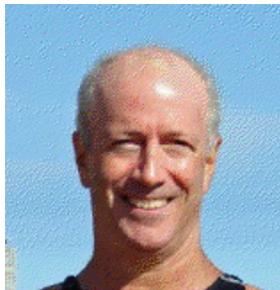
I give USMS permission to publish this letter.

Sincerely,

Chris Campbell

Coach, Mountain View Masters  
Head Coach 2006 to 2010  
2010 Pacific Masters Coach of the Year  
2010 Kerry O'Brien Coaching Award Winner  
2012 Dorothy Donnelly Service Award Winner  
Pacific Masters Coaches Committee Chair, 2005 to 2010  
USMS Coaches Committee Member 2008 to Present.

## **Phil Dodson – Candidate for Treasurer**



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

The candidate was nominated by *Jeanne Ensign* and received letters of recommendation from *Rob Copeland* and *Ralph Davis*, in accordance with our Election Operating Guidelines. These letters follow the questionnaire.

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

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

<Michigan - 2006, Greensboro - 2007, Los Angeles - 2008, Chicago - 2009, Dallas - 2010, Jacksonville – 2011, Greensboro - 2012>

### **III. Section Three: Questions**

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

I am interested in the Treasurer position because of my passion for Masters swimming, my personal and professional enjoyment of managing business finances and belief I make a positive impact on USMS.

I have been a self-employed CPA, providing financial and management services to small business entrepreneurs since 1991. I bring an entrepreneurial spirit with a professional and unique business perspective to this Officer position. I am also currently engaged with 8 different non-profit organizations, providing services ranging from accounting and tax return services to Board advisor, permanent part time CFO manager and volunteer Treasurer. I am professionally qualified with both, a strong financial management background and a general business operating experience to serve on our policy-making body.

I was one of 5 USMS volunteers who researched and developed the latest USMS Strategic Plan that was adopted by the HOD in September, 2011. I have a clear understanding of the USMS Strategy and how it is supposed to support and improve our organization and our members. I currently chair the Open Water Sanctions Task Force, wherein I gained valuable experience in coordinating financial and safety recommendations through Long Distance, Open Water, Finance, Legislation committees and the Board.

**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?**

Big Picture:

USMS continues to transition from an all-volunteer managed organization to a professionally managed organization. With the majority of Board members' tenure dating before this transition, the Board is susceptible to retaining the old vision and procedures of volunteer management. Under current President Nadine Day there is significant attention and resources devoted to Board development. In my 2 ½ years on the Board, I feel the transition at the Board level is working, though at times too slow. As Treasurer, a major responsibility and focus will be to identify and bring Board attention to fiduciary and business considerations.

USMS leadership strives for strong membership growth. It is important to remember the goal is not membership growth, rather increased value to the membership, then growth will follow. Initiatives, new and under development, to enhance membership value are in place. It will take strong leadership to keep the organization focused on this path and not over focus on the same old volunteer activities and USMS programs.

USMS needs a strong vibrant volunteer base at the local level. The organization needs to develop more initiatives, training and support for local volunteers. The 2011 strategic plan recognizes these issues and new programs have been initiated with others under development. It will take very strong leadership to encourage the national volunteer base and leadership to look back to their roots for more emphasis on volunteers at the local level.

Micro picture:

Insurance costs for each Open Water event went from \$0 in 2012 to \$1,800 in 2013, creating four major problems, a) costs, b) funding, c) member education and d) reducing risk. None of these issues have easy solutions, but working together the organization will adapt and end up as a strong supporter of Open Water, although under a different paradigm than prior to 2013.

USMS continues to develop and integrate the Swimming Save Lives Foundation (SSL) concept, but without a clear financial plan. The SSL concept should prove to be a valuable benefit to our organization and members. But, it needs to be integrated in a careful, slow and well managed build up with the ultimate goal to be self-funding in a few years. I find myself in a small minority of concerned leadership on this issue, but promise to remain ever vigilant and outspoken.

Three years ago I presented the following outline of personal goals I hoped to achieve for the Board, working as a Board member. I have added points 8 -10 as Treasurer specific goals:

- 1) Encourage Board focus on policies, global issues and strategic initiatives, discourage micro management.
- 2) Support, but question, monitor but not interfere, and provide guidance to our professional staff and committees.
- 3) Improve financial reporting to the Board and educate the Board on interpreting financial results and acting thereon.
- 4) Instill a need for cost benefit justifications for major USMS programs.
- 5) Seek development of metrics and follow-up procedures for evaluating programs' successes.
- 6) Encourage Board focus on membership value. Use an entrepreneurial approach to develop membership initiatives in: member only web content, group insurance programs, expanded affinity programs, alliances with other fitness / athletic organizations, club and coach development, joint LMSC program initiatives and open water events.
- 7) Support development of initiatives to create a significant SSL endowment fund.
- 8) Work with the Finance Committee Chair to engage committee members and utilize their professional experience to work on goals 3 - 5 above.
- 9) Establish an LMSC optional investment program that piggy backs off the USMS managed investment portfolio and investment committee. A program whereby LMSC excess reserves are invested separately, but side by side USMS investments, utilizing the same low cost, conservative, professional investment advisory services and strategies as USMS.
- 10) Initiate a SSL vendor solicitation activity, whereby we will solicit the philanthropic arms of our largest vendors for SSL donations, above and beyond any USMS sponsorships.

**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, 2007-current under Jeff Moxie, Ralph Davis, Homer Lane and Jeanne Ensign  
Audit Committee, 2010-current under Jill Gellatly and Elyce Dilworth

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

USMS experience:

- My first year on the Finance Committee (FC), I developed budget procedures that focused review on 95% of revenue and expense line items, significantly increasing the productivity of the FC at Convention and quality of its budget approval responsibility.
- I have been involved with the FC annual FOG review and revisions since 2007 culminating in the significant revision at 2009 Convention. This revision fully integrated FOG with the Strategic Plan to transition to a paid professional staff.
- I headed the FC task force to draft the Audit Committee Charter, which was presented and adopted by the Board in January 2010.
- I wrote and presented the Clubs and LMSC Accounting workshop at 2007 convention. The Club portion was updated in Spring 2009 and used by Mel Goldstein in his Club Handbook.
- From May 2011 to September 2011, I was one of 5 members in the Strategic Task Force which developed and presented the USMS Strategic Plan, adopted by the HOD at convention in 2011.
- I chair the Open Water Sanctions Task Force which from December 2012 to February 2013 developed safety and emergency fee recommendations, shepherded them through Finance and Legislation and ultimately Board approval. It is currently inactive but available for emergency action when needed.

LMSC experience:

- I was Finance Chair for five years before being elected as Treasurer effective May 1, 2010 (and re-elected April 2012). During this period I have improved accounting control procedures, prepared financial statements, tax returns and annual budgets.

- I have also guided the fiscal responsibility in ILMSA and reduced ILMSA dues so that total members' dues, including USMS, have only increased \$4 in the last six years!
- In January 2010, I drafted and implemented an investment policy for ILMSA excess reserve funds. I manage the investments and outperformed the general stock market from Jan 2010 through Dec 2011 and returned 3.66% in 2012.

**Please list any other information you would like included.**

I am 60 years old, married 33 years with three children, 28, 26 and 24. The two oldest are part time LAX coaches and my youngest is a swim instructor. Besides my passion for swimming, as a 5 time cancer survivor I also enjoy living. I have adopted the Swim Across America cancer awareness and fund raising efforts in Chicago as a personal mission to battle this disease. I have organized the largest fund raising team in Chicago, both by participation and dollars raised and personally been the #1 or #2 individual fund-raiser in Chicago for the last 8 years. In the summer of 2011, I started a fund raising effort for a youth learn to swim program which taught 80 and 160 Chicago inner city youths in 2011 and 2012, respectfully.

I have 37 years' experience in accounting and financial management. My career experience ranges from working for public accounting, a fortune 500 manufacturing corporation to company start-ups and entrepreneurial businesses. I have been self-employed since 1991, with a focus on small businesses. However, my very first client was a non-profit, with the same revenue as USMS. Today I still provide them accounting and tax services, meeting with and advising the Board monthly.

I am a volunteer Treasurer for the Chicago Engineers Foundation, a small non-profit whose mission is to promote and support the higher education of Chicago youth in engineering through providing college grants, approximately \$90,000 per year. I also volunteer on the Finance Committee for the Union League Club of Chicago, a \$26,000,000 plus members' club organization. Both these experiences provide cross fertilization of ideas and practices that benefit USMS.

I work with several small business owners. While I primarily provide tax and accounting services to them, they value me most as a business advisor. These entrepreneurs have a unique perspective on business and strategic thinking. I have learned a lot from my clients over the years. I bring my accounting discipline and entrepreneurial spirit to the Board of USMS.

As a self-employed individual, I have the flexibility to commit the time required to involve myself. As an individual driven and motivated to excel, I can make a difference.

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

I am interested in the Treasurer position because of my passion for Masters swimming and my belief that I can make a difference. I have 37 years of business experience working with both small-business entrepreneurs and non-profit organizations, an interesting and unique combination. There are major, but achievable challenges facing USMS: transitioning Board focus towards more business and fiduciary thinking, managing membership growth to increase value to core members, seeking members consensus for solutions to Open Water costs and carefully planning and managing integration of the SSL initiative so that it serves our membership without being a financial burden. I bring the experience and discipline to serve as Treasurer on our policy-making body to face these challenges.

Jeanne Ensign  
511 East Roy Street #314  
Seattle, WA 98102

April 22, 2013

Cheryl Gettelfinger  
Chair of the Election Committee  
Elections@USMS.org

Dear Cheryl:

It is my honor to nominate Phil Dodson for the office of Treasurer of U.S. Masters Swimming. His professional expertise, USMS experience and boundless enthusiasm as a volunteer fulfill the qualities necessary for the position. I highly recommend him for this office.

Best Regards,

Jeanne Ensign  
USMS Finance Chair

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Rob Copeland
100 Grouse Point
Fayetteville GA 30215

April 16, 2013

Cheryl Gettelfinger
Election Committee Chair
U.S. Masters Swimming

It is my honor to write this letter of recommendation for Phil Dodson as U.S. Masters Swimming Treasurer.

Phil has served USMS for many years in a variety of volunteer leadership capacities, most recently as a member of the USMS Board of Directors, and as a member of our Audit and Finance Committees. As well as volunteering within his LMSC and as a member and leader of numerous national initiatives.

Phil's get it done, bottom line approach to the issues USMS has faced has proven valuable in bringing the Board to agreement on some difficult matters. I know Phil will bring this same approach along with proven business and finance skills to the position of treasurer.

I believe some key skills of the USMS treasurer are 1) understanding the financial structure and goals of USMS, 2) the ability to work closely with our controller and executive director, 3) the ability to speak to the Board, House of Delegates and our membership about our financial position and how it effects our programs and members, and 4) to be an integral part of our volunteer leadership team. In my years of knowing Phil as a competitor, as a volunteer and leader of USMS, Phil has time and time again demonstrated he has these key skills and is capable and ready to meet the challenges of USMS as we continue to grow and mature.

In the years that I have known and worked with Phil, we have frequently come down on the opposite sides of issues. What I have come to admire about Phil is the courage of his conviction and his willingness to listen to other points of view and then to work towards real and viable solutions. Then regardless of the outcome Phil's passion for and commitment to USMS continue to shine through. And I see this continuing as our next treasurer.

I recommend Phil without reservation to be the next Treasurer of U.S. Masters Swimming.

Very truly yours,

Rob Copeland



Phil Dodson as the Election Committee has my permission to reproduce and distribute this letter.

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Ralph Davis  
USMS Treasurer  
2683 Cades Cove  
Brighton, MI 48114  
Rdavis6114aol.com

April 19, 2013  
Cheryl Gettelfinger  
Chair of the Election Committee Elections@usms.org

Dear Cheryl,

I am writing to recommend Phil Dodson for Treasurer of United States Masters Swimming, a seat on the Board of Directors of United States Masters Swimming. Phil is uniquely qualified for this position because of his strong financial management background and general business operating experience. Phil, a CPA, has demonstrated his financial skill and management prowess by running his own firm since 1991.

Phil has served faithfully on the Finance Committee since 2007 and has served on the Audit Committee since its inception in 2010. During this time he has volunteered on a number of task force projects, including budget procedures, FOG review, USMS Strategic Plan, Audit Committee Charter and a new charter of accounts for USMS. Phil will always work tirelessly for USMS

It is a pleasure for me to heartily recommend, without reservation his nomination for Treasurer of United States Masters Swimming.

His honesty, loyalty, creativity, and ambition will serve our organization well. I look forward to having him as the Treasurer of USMS.

Yours Truly,

Ralph Davis. Treasurer USMS

The USMS ad hoc Election Committee has my permission to reproduce and distribute this letter.