

Tom Moore - Breadbasket Zone Candidate for the At-Large Director



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

The candidate was nominated by *Karen Zemlin*, and received letters of recommendation from *Karen Zemlin* and *Krise Melsen* in accordance with our Election Operating Guidelines.

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

Section Two: Candidate Qualifications

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

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

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

I have attended more than 1 HOD Meeting in the past five years: Yes _____ No

I am a resident and a member of the Zone from which I seek election (Director Candidates only): Yes _____ No _____ N/A

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

2015 Kansas City, MO – 9/30-10/4

2014 Jacksonville, FL – 9/11-9/15

2013 Anaheim, CA – 9/14-9/18

2012 Greensboro, NC – 9/12-9/16

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 think I can make a difference. I have been active on my LMSC board for the past 6 years (2 years Secretary, 2 years Vice Chair, 2 years Chair, currently serving as Co-Chair for 2017 LCM Nationals) and we have achieved great

successes, but it has become clear to me over time that ultimately success at the LMSC level is tied to decisions made at the national level. I have attended convention for the past 4 years and I believe I can contribute at the national level to USMS's success, which will translate to further success for my LMSC.

I think I am a good candidate because I have a passion for supporting the swimming community, I have experience building and growing organizations, I have strong analytical skills, and good communication skills, I have lots of ideas and I have built good relationships with volunteers from LMSCs all over the country.

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 the major issues facing USMS now and for the next several years are:

1. How to create and manage growth: how to increase overall income to fund investment to drive growth without alienating the more "casual" (fitness swimmer & triathlete) USMS members; identify and strengthen new revenue streams while creating value for all members (and setting the base membership fee at a high enough level to fund operations yet a low enough level to attract new members).
2. How to balance need for national level control and standards of excellence with need for recruiting and managing volunteers at the local and LMSC level.
3. How to share best practices and create excellence by creating opportunities for 2-way communication from the "bottom up" and from the "top down" to allow good ideas to bubble up then be shared with all.

The first issue requires more financial analysis; we need more information about our average cost per member and marginal cost per member as well as forecasts of cost per member at various growth levels and forecasts of potential demand at various price points so that we can make intelligent decisions about setting fees. We also need to be more "on purpose" about what fees we charge and what services we deliver across the organization to ensure we always deliver value, whether that be in membership & registration fees, education services, coaching services or other deliverables.

All three issues require communication from the national organization to the LMSCs (and back!) and creating opportunities for LMSCs to share information with each other.

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 Committee, chair Paige Buehler 2013 & 2014

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

- I have over 20 years of professional experience as a project manager in various industries, with experience meeting operational goals while meeting financial standards and budgets.
- While living in Pasadena, California, served for 6 years in the Tournament of Roses Association, which is the volunteer-led, professionally managed organization that hosts

the Rose Parade each year. The Tournament of Roses Association has interesting standard practices relating to training and developing volunteers that simultaneously create a ‘teaching’ and ‘learning’ paradigm throughout the organization.

- Served as board member for TUG (“Timberline User’s Group”, now “The User Group for Sage Construction Software”), a volunteer-led, professionally managed industry group which shares best practices for users of the Sage Accounting and Project Management software in the construction industry. I was also the “education committee chair” responsible for planning the annual education conference and grew it from 650 attendees each year to 1200 attendees each year, then after the great recession impacted the construction industry (and caused attendance to fall to 500 attendees, creating a loss for the organization), I oversaw the recovery and growth back to profitability of the conference.

Please list any other information you would like included.

We have a great ‘product’; the fitness benefits of swimming and the camaraderie of swimming on a team cannot be overstated. Rob Butcher left our organization strong and poised for even greater success; we have amazing volunteers and a wonderful professional staff on board. I want to help move us forward.

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

I am excited by the possibility of serving on the USMS national board of directors. During the past 6 years of my involvement on the board on my LMSC (Minnesota), we have implemented structure and communication to support our volunteers and promote services for our members, and we have seen a response; we have a larger number of volunteers and they are more engaged and we have record numbers of members because of the services and events we offer. I served for 2 years at the national level on the LMSC Development committee and I am particularly proud of the work that was done toward creating a focus on peer-to-peer discussions for mentoring and on communication for sharing best practices. I have attended the USMS convention for the past 4 years and I have been consistently impressed with the quality and dedication of LMSC volunteers from all over the country. I think I can apply my skills and expertise to help organize and focus the ideas and efforts of various volunteers in conjunction with the efforts of the national office staff to help our organization grow and thrive.

From: Karen Zemlin, Chair Minnesota Masters Swimming

Date: 4/28/2016

Subject Line: Nomination and Recommendation of Tom Moore

To: The Elections Committee

I am writing to you today to enthusiastically nominate Tom Moore for the position of At-Large Director from the Breadbasket Zone. Tom has successfully served on our Minnesota LMSC board of directors for the past 6 years, as secretary, vice-chair and chair. Under his leadership, our membership has grown by over 50% (from 850 in 2009 to 1319 in 2015) and our board of directors has tripled (from 6 volunteers in 2009 to 18 in 2015). Tom participates in our monthly board meetings, serves as meet director for many of our pool meets, participates as a swimmer in our annual open water swims, helps to coordinate group workouts and other fitness events, is a volunteer instructor for our Adult-Learn-To-Swim program, and has helped to create our annual awards banquet and Minnesota Masters Hall of Fame.

In addition to his contributions to our Minnesota LMSC, Tom has been a valuable asset to USMS at the national level. Tom served on the LMSC Development Committee for 2 years, has attended convention for the past 4 years, and is Co-Chair of Minnesota's 2017 LCM Nationals hosting committee. Tom brings his organizational and analytical skills to bear and is an active participant at convention, asking questions and making suggestions, while maintaining positive and respectful communication even when issues are contentious. I am pleased to endorse his candidacy for At-Large Director from the Breadbasket Zone, and give my permission for this letter to be advertised to USMS delegates.

Sincerely,

Karen Zemlin
Chair – Minnesota LMSC

From: Krisie Melsen, Vice Chair Minnesota Masters Swimming

Date: 4/29/2016

Subject Line: Recommendation of Tom Moore

To: The Elections Committee

I am writing to you today to support Tom Moore for the position of At-Large Director from the Breadbasket Zone. Tom has demonstrated a passion for supporting Masters Swimming both at the LMSC Level as well as the National Level.

Tom has attended the national convention every year for the past four years and has been a key resource to provide information and guidance to our LMSC about how things work at the national level. He has strong communication skills and is able to have respectful dialog even when disagreeing on an issue, so he has developed good relationships with contacts at LMSCs across the country. Tom has a good sense of how decisions at the national level affect all facets of the organization. He has lots of ideas and strong analytical and organizational skills that will be valuable to the USMS Board of Directors.

I am pleased to endorse Tom's candidacy for At-Large Director from the Breadbasket Zone, and give my permission for this letter to be advertised to USMS delegates.

Sincerely,

Krisie Melsen
Vice Chair – Minnesota LMSC

Lori Payne - Breadbasket Zone Candidate for the At-Large Director



The Election Committee has deemed that Lori Payne 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, if elected, is planning to attend all HOD Meetings during her tenure in office.

The candidate was nominated by *Doug Hayden* and received letters of recommendation from *Rob Copeland* and *Jill Gellatly* in accordance with our Election Operating Guidelines.

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

Section Two: Candidate Qualifications

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

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

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

I have attended more than 1 HOD Meeting in the past five years: Yes _____ No _____

I am a resident and a member of the Zone from which I seek election (Director Candidates only): Yes _____ No _____ N/A

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

2006 (Detroit)	2012 (Greensboro)
2007 (Anaheim)	2013 (Anaheim)
2008 (Atlanta)	2014 (Jacksonville)
2009 (Chicago)	2015 (Kansas City)
2010 (Dallas)	2016 (Atlanta)
2011 (Jacksonville)	

I have attended uninterrupted since 2006.

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 Breadbasket Zone member since 1991 and have seen tremendous growth within our zone and USMS. I am well versed in all areas of Breadbasket LMSC operation, having served as zone chair, local chair twice. I can contribute to the board with the experience that I bring as I have served on a number of varied committees and have a good feel of the demands and expectations of our zone.

With our vast zone, we work very hard to be in communication with all the LMSC's. Due to this, participation and membership has increased...we see it at convention where we are now well represented.

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?

Retention and growth continue to be areas to cultivate. With that we must deliver a message that USMS is for everyone, and market to all, not just the fitness swimmer, or not just to the competitor. There are numerous organizations we compete with, and we are just tapping our skills to make us better and more desirable than the rest. I believe our organization can't be stagnant and strategic planning for the future is where I can best assist.

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 Barry Fasbender 2006-2008

LMSC Development Doug Adamavich 2009-2011

Recognition and Awards Sally Dillon/Ray Novitske 2012-present

LMSC Development Paige Buehler 2014-present

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

I have been a head college coach for the last two years, developing a brand new d2 program. I organize, budget, (both operating and scholarship), administration, scheduling and fundraising, travel, recruiting and practice.

I coach masters, and have coached young people for over 25 years. I know how to be part of a team, and be a team leader.

I've also assisted in the running of three national championships in the last four years.

Please list any other information you would like included.

I am a committed member at the local, zone and national level for many years. I am a level three certified masters coach. My degree is in sports management which has given me the skills to assess and be a problem solver. I participate in varied meetings at convention to continue my education while leading clinics and peer to peer teleconferences.

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

I would be honored to help lead USMS into its future growth with long term planning and policies. As a 25 year member, with diverse experience within the organization, I see opportunity exists to promote our sport.

Elections Committee,

I would like to nominate Lori Payne for the Breadbasket Zone Director position.

Thank you,
Doug Hayden
MOVY LMSC Chair

Rob Copeland

April 26, 2016

Cheryl Gettelfinger
Election Committee Chair
U.S. Masters Swimming

It is my privilege to write this letter of recommendation for Lori Payne to be our next U.S. Masters Swimming At-Large Director from the Breadbasket Zone.

Through her work on numerous USMS national committees (Championship, Recognition & Awards, LMSC Development and Marketing) and with her experience as a Masters and college coach; I believe Lori possess the background, skills, aptitude and experience to serve as a contributing member of our leadership team. In addition, Lori has shown a passion for our sport and is a committed volunteer and leader at the local, zone and national levels.

Beyond her institutional knowledge of USMS and her leadership within and outside of Masters Swimming, Lori continues to be a role model of volunteer spirit.

In the years I've known Lori; she has always been positive force within Masters Swimming through her contributions within her club, the OZ-LMSC, the Breadbasket Zone, USMS and across the broader aquatic community. I am confident this spirit will continue to shine as Lori steps up to the next level of service leadership in U. S. Masters Swimming.

Lori will be an advocate for our members, a strong voice on the USMS Board and a vital member of our leadership team. I recommend Lori without reservation to serve on the Board of Directors as our At-Large Director from the Breadbasket Zone.

Very truly yours,



Rob Copeland
U.S. Masters Swimming Board Member

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

Cheryl Gettelfinger
Election Committee Chair
U.S. Masters Swimming

It is my pleasure to recommend Lori Payne for the office of At-Large Board Director- Breadbasket Zone. Lori has been involved with United States Masters Swimming ("USMS") in a volunteer capacity since 2006. Her increasing responsibility over the last nine years and passion for the sport of swimming make her an outstanding candidate for the VP- Community Services role. In 2012, Lori was awarded the Dorothy Donnelly Service award demonstrating her commitment and leadership to the organization.

At the National level, Lori has served on the Championship Committee, LMSC Development (Vice Chair 2009-2011), and Awards and Recognition. This diversity of committee volunteerism will enable her to successfully lead the organization at the Executive level. In addition to these committees, Lori is currently serving as the Breadbasket Zone Chair (second term), has served as Chair of Ozark Swimming for six years during two different terms and President of St. Louis Masters. These experiences at the National, Regional and Club level well position her for the next step of serving on the BOD and Executive Committee of USMS.

On the pool deck, Lori has been instrumental in the development of a brand new Division Two swimming program at Maryville University in St. Louis and coached summer league for over twenty-five years. She holds a Level 3 USMS coaching certification.

When you combine these contributions, with her Bachelor of Science in Sports Management, Lori has the perfect complement of experiences and talent to lead USMS into the future. Her enthusiasm and dedication for the sport of swimming are second to none.

Respectfully,

Jill Gellatly
At-Large Board of Directors South Central Zone

Note: I consent to this letter to be published.

David Diehl - Colonies Zone Candidate for the At-Large Director



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

The candidate 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:

Section Two: Candidate Qualifications

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

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

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

I have attended more than 1 HOD Meeting in the past five years: Yes No

I am a resident and a member of the Zone from which I seek election (Director Candidates only): Yes No N/A

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

Attended almost every USAS Convention (29) since 1985 (Except 2001 & 2005, 9/11 & eye surgery respectively).

Section Three: Questions

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

I have 40 years experience with USMS in leadership roles at the National & LMSC levels. Want to continue to serve USMS and share my many years of very diversified aquatics experiences and expertise. Masters swimming saved my life 13 years ago when I had a stroke and within three months I was almost completely recovered and back in the pool.

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?

Continued growth and expansion of the USMS name and the many health and wellness benefits that swimming can provide.

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:

Officials Committee - Hugh Moore, Mike Tingley (15 years and Chair for five years)

Rule Committee - June Krauser, Leo Letendre, Kathy Casey (18 years)

Sports Medicine Committee - Jane Moore (a few years)

Marketing Committee - ? (one year)

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

Vice President for Programs, four years

At-Large Director from Colonies Zone, three years

Served on Governance Committee, Volunteer Roles Task Force and sat on a National Board of Review case.

Please list any other information you would like included.

Chair of Potomac Valley LMSC for six years as well as Vice Chair for a few years (served on committee that wrote the initial LMSC By-Laws in 1980).

At the LMSC level served as Chair of the Potomac Valley Officials Committee as well as the top Ten Committees

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 USMS for 40 years and having served on a number and variety of local and national committee, I feel I am very qualified to continue serving USMS at the national level. In addition, my experience during my two previous careers (Chief of Computer Security and Oversight at the Nuclear Regulatory Commission and Executive Director of the M Club Foundation at the University of Maryland) gives me added qualifications. The M Club Foundation was a 501.c.3 corporation within the Athletics Department. I have coached, taught and officiated swimming at many levels (High School, USA-S, USMS, etc) for 30 years. I am a level three USMS certified coach as well as a certified adult learn to swim instructor. I have also been a USA-S swimming coach for over 15 years.

Rob Copeland - Dixie Zone Candidate for the At-Large Director



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

The candidate was nominated by *Maria Elias-Williams* and received letters of recommendation from *Chris McGiffin* and *Nadine Day* in accordance with our Election Operating Guidelines.

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

Section Two: Candidate Qualifications

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

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

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

I have attended more than 1 HOD Meeting in the past five years: Yes _____ No _____

I am a resident and a member of the Zone from which I seek election (Director Candidates only): Yes _____ No _____ N/A _____

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

I have attended all 31 USMS annual HOD meetings from Phoenix (1985) through Kansas City (2015).

Section Three: Questions

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

Those who know me know I am passionately committed to swimming. In my 30 plus years of membership in and support of U.S. Masters Swimming, I have volunteered to serve where my experience best fits the needs of the organization. Now, I believe I can best serve USMS as the at large director from the Dixie Zone. As a past president of USMS, I serve on the board as a non-voting member. And while I am deeply honored to have served as our president, I believe my greatest contributions to USMS are still ahead of me. As a voting member of the board I believe I can be a voice for our future and not just our past.

In my professional career and through my involvement in Masters, I have been fortunate to have a tremendous group of peers and mentors who have taught me to lead and serve with honesty, integrity, candor, passion and humor. They also taught me the importance of

having a vision and working to fulfill this vision. I look forward to demonstrating these qualities in working with our leadership, our staff, our volunteers and our members to mold our vision for the coming years.

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?

When I ran for president in 2005 I listed: Leadership, Volunteers, Coaching, Governance, Quality Programs, Local Support, Relationships, Growth, and Communication as my top ten major issues. In the decade since I listed these as my top ten, we have made significant progress in addressing all of these issues. But, we still have a ways to go.

And as to how I would address these issues, if elected as a member of the board, I believe my first responsibility is to be an advocate to see these issues included in our strategic plan. My second responsibility is to be an active participant in seeing that the programs and services supporting our strategic plan get implemented as efficiently and effectively as possible.

For the sake of brevity in this questionnaire I won't go into detail on all 10 issues. However I will touch on the issue of growth. I believe we have the opportunity to grow adult swimming and USMS membership within 4 key areas.

- 1) Turning Masters Swimming programs into USMS programs - There are a lot of "Masters Swimming" programs and USMS clubs that have a significant number of non-member participants. We need to find the value proposition that encourages these adults to become members.
- 2) Partnering with college club swimming – There is a thriving college club (non-varsity) swimming community. These swimmers and their clubs share many of the aspects of our traditional Masters environment. However they lack the infrastructure to grow as a cohesive organization. I believe USMS can help to provide that infrastructure and in doing so we are introducing these swimmers to the next level in their swimming continuum.
- 3) Open water swimming – In many parts of the country open water swimming is a significant aspect of the swimming community. I believe there are opportunities for USMS to grow through development of safe and effective workouts and events.
- 4) Adult Learn to Swim – Beyond savings lives by teaching adults to swim, I believe there are opportunities to help move our ALTS participants from water safe to Swimming for Life.

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:

Legislation 1987 to 2005 and 2012 to 2016; chair 2002 to 2005 (Chairs Art Smith, Jerianne Donnelly, Bill Earley, Elin Zander, Sean Fitzgerald, Meg Smath)

Long Distance 1986 to 1993, 2002 to 2005 and 2015, chair 1988 to 1993 (Chairs Dave Gray, Peter Crumbine, Donn Livoni)

Finance 2010 to 2011 (Chair Homer Lane)

LMSC Development 2012 (Chair Paige Buehler)

Open Water Development 2013 to 2016 (Chairs Lynn Hazlewood, Bob Bruce)

Ad hoc Rule Book Committee 1990 (Kathy Casey)

Rules, ex officio 2002 to 2005 (Chair Leo Letendre)

Breadbasket Zone Representative 1985 to 1987 (Chair of ZC Edie Gruender)

Dixie Zone Representative 2004 to 2005 (Chair of ZC Lynn Hazlewood)

Served on other committees in the 80's and 90's

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

Served as USMS president 2005 to 2009

Please list any other information you would like included.

In the past 30+ years, I have served in many positions at the local level in the Midwestern, New Jersey and Georgia LMSC's, and in USA Swimming's Georgia LSC.

Additionally, I have served in almost every capacity in the clubs. I have been president, secretary, treasurer, meet director, starter, timer, ...

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

USMS has a tremendous group of volunteers and staff who make us the organization we are today. It has been my extreme privilege to be involved in Masters Swimming as a competitor, as a volunteer and as a leader. I have met lifelong friends, helped to advance our mission and grow our organization. It is critical that our elected leaders remained focused on establishing our strategic direction for future success and overseeing our execution in achieving the mission and objectives of USMS. As a voting member of the board of directors I will be committed to provide this leadership.

DATE: 20 May 2016

TO: The Elections Committee
U.S. Masters Swimming

FROM: Maria L. Elias-Williams

RE: Nomination of Rob Copeland

MESSAGE: It is with great pleasure that I nominate Rob Copeland for the position of AT-Large Director for the Dixie Zone.

To: USMS Elections Committee
Re: Letter of Reference for Rob Copeland as a candidate for USMS Director from Dixie Zone
Date: 5/14/16

It is my honor and privilege to provide you with a Letter of Reference in support of Rob Copeland as a candidate for the position of USMS Director from the Dixie Zone.

I have known Rob since joining USMS back in 1995. At the time, his wife Cathy was serving as head coach of the program I joined - Berkeley Aquatic Club Masters in Berkeley Heights, NJ. I witnessed first-hand the truly positive impacts that passionate people, like Rob and Cathy, can have on the growth and success of a small USMS club. Rob was instrumental in recruiting me as a volunteer to serve at the national level in 2005 and he continues to inspire others like me, who admire his leadership, his humor, and his wisdom.

Besides serving as the NJ LMSC Chair, Rob has served USMS in so many ways before and after his time in New Jersey. He presently serves at the national level as a member of the Legislation and Open Water committees, as well as a member of the Board of Directors as a USMS Past President (serving from 2005 to 2009). Rob is also a recipient of the Captain Ransom J. Arthur M.D. award (2011), which is a testament to his leadership, commitment and contributions to US Masters Swimming.

I am pleased to support Rob as a candidate for USMS Director from the Dixie Zone, and I hereby grant permission for this letter to be published to our USMS delegates in the Convention packet.

Sincerely,



Chris McGiffin
USMS VP Programs

This letter of recommendation is on behalf of Rob Copeland for the position of Dixie Zone At Large Director.

I am honored to write this recommendation for Rob. With the nomination of Dixie Zone re-opened due to no nominations by the deadline, Rob is willing to step up and run. We have an understanding that Rob is currently on the BOD, however he does not have a vote only a voice. I feel that Rob would be able to contribute more by having a vote in matters of the Board.

Rob's willingness to run and his dedication to USMS speaks volumes for Rob. Rob taking the initiative to run shows his commitment to USMS. He is committed to USMS success and it is shown in his record of actively participating in the board calls and meetings.

Rob has been very instrumental open water and the college club swimming. He has mentored many young leaders of USMS.

Rob was USMS President before we had a national office and function both as USMS CEO and President, which was no small feat. He continues to contribute at the club level, LMSC level and national level. He has a clear understanding of the organization.

I fully support Rob Copeland's desire to run for the Dixie Zone At Large Director on the USMS Board of Directors.



Nadine KM Day

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Greta van Meeteren - Dixie Zone Candidate for the At-Large Director



The Election Committee has deemed that Greta van Meeteren 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, if elected, is planning to attend all HOD Meetings during her tenure in office.

The candidate was nominated by *Meegan Wilson* and received letters of recommendation from *Meegan Wilson* and *Bob Bruce* in accordance with our Election Operating Guidelines.

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

Section Two: Candidate Qualifications

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

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

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

I have attended more than 1 HOD Meeting in the past five years: Yes _____ No

I am a resident and a member of the Zone from which I seek election (Director Candidates only): Yes _____ No _____ N/A

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

2007 Anaheim, 2008 Atlanta, 2009 Chicago, 2010 Dallas, 2011 Jacksonville, 2012 Greensboro, 2013 Anaheim, 2014 Jacksonville, 2015 Kansas City

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 believe I would be a good representative for the Dixie Zone. I have experience working for our local LMSC as well as on national committees. I am committed to swimming as part of a healthy lifestyle.

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?

Member retention is certainly on the forefront of the issues USMS faces in my opinion. Several things can be done to address these issues, communication being a very important tool. Members need to hear about all that is happening within USMS to make their membership valuable to them. Among things that are important to swimmers are availability of pool time and coaches, finding swim meets and open water swims. Making sure that that information is

available and up to date is crucial. This is why – besides the electronic newsletter - having readily available and up-to-date websites for each LMSC is a must.

I also strongly believe that swimmers always need a lot of support from our coaches and especially during the transition from fitness swimmer to competitive swimmer. One of the things that can be done is having special events for beginning competitors and/or one day meets geared towards their needs.

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:

2007 - 2014 Fitness Education Committee, Marcia Anziano Chair. I contributed 37 articles to USMS.org about fitness swimmers.

2010 – Today: Long Distance Committee, Heather Hagadorn and Donn Livoni Chairs.

I am the lead for the P.A.R.A. subcommittee (Patches, All Stars, Records and All Americans), this year liaison for the 3,000 / 6,000 yard ePostal National Championship and I collate the women's Long Distance All American results. I work on updating the ePostal manual, which is an ongoing process.

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

I am the co-founder of our local workout group: the Twin Rivers YMCA Masters in New Bern. This group started in December of 2003 with 6 members and has grown into a team of 26 members. I do all of the administrative work for the group, make sure the members are made aware of swim meets and open water events in the area and I also encourage them to participate swim meets and in the ePostal Championships.

I was the Secretary of the LMSC for NC from 2006 – 2009, Chair of the LMSC for NC from 2009 – 2012. I also started the electronic newsletter for our LMSC in 2010 and produced monthly editions for 4 years. During my tenure as chair I did a major re-write of the USMS bylaws.

Please list any other information you would like included.

Recipient of the Dorothy Donnelly Service Award in 2014. I am a retired English teacher, speak Dutch, English, German and a bit of French. I am computer literate.

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

Greta van Meeteren, member of the LMSC for NC, running for the delegate-at-large position for the Dixie Zone.

From: Meegan Wilson
May 7, 2016

Letter of Nomination for At-Large Director, Dixie Zone

To: The Elections Committee

Dear Cheryl Gettelfinger,

It is my pleasure to nominate Greta van Meeteren for At-Large Director representing the Dixie Zone. Greta is and has been extremely active in United States Masters Swimming at the local level, the LMSC level, and the national level.

Locally, she co-founded the Twin Rivers YMCA Masters team in New Bern, NC 12 years ago and is actively involved with promoting the team by encouraging teammates, helping with registrations and writing newsletter articles.

She has served as newsletter editor, secretary and chairman for the North Carolina LMSC, and is currently keeping track of, and reporting on, long distance results. She has written many fitness, open water, and long distance newsletter articles for *Across the Lanes*, the North Carolina LMSC newsletter.

Nationally she has attended USAS Conventions since 2007. She has been a member of the USMS Fitness Committee, authoring 37 GTD (Go The Distance) stories. As a member of the USMS Long Distance Committee she was liaison for the 5K-10K ePostal Championships and has compiled Long Distance All-American results.

For her volunteer commitments, Greta received the U.S. Masters Swimming Dorothy Donnelly Service Award in 2014. She also has Top Ten honors in the pool and All-American and All-Stars honors in Long Distance swimming.

Her administrative skills and knowledge of Masters Swimming from all angles will be a benefit to the U.S. Masters Swimming Board of Directors. I highly recommend Greta van Meeteren for the At-Large Director, Dixie Zone position.

Sincerely,

Meegan Wilson

Meegan Wilson
USMS member

May 16, 2016

Dear Sir or Madam:

This letter supports Greta Van Meeteren's nomination for the USMS Board of Directors as an At Large Delegate from the Dixie Zone. I believe that Greta is an outstanding candidate for such a position.

I have known and worked with Greta on the USMS Long Distance Committee for six years, from 2010 to the present, working together on general committee business and on several subcommittees. In all cases, I have found Greta to possess that rarest of qualities, the ability to keep the big picture in mind while she working on details.

For the last four USMS "rules/legislation" cycles, I have lead the Subcommittee on Rules & Legislation, jointly run by the Long Distance and the Open Water Committees. Greta has always been an important contributor to this crucial project, always weighing the most challenging decisions thoughtfully and carefully while never letting us get away with a comma splice, misplaced modifier, or misspelling. She has reviewed and helped to craft dozens of rules, and we have a clearer and more streamlined part three of our rulebook as a result. She sees the forest and the trees.

Greta has also played a significant role in the Postal Subcommittee of the Long Distance Committee, having played the major role in the reorganization and ongoing upgrading of the Postal Guide to Operations and in the implementing of its policies. She is largely responsible for the continued growth and viability of this popular USMS program. Again, she sees the forest and the trees.

Best of all, Greta always seems to keep a level head and a cheerful disposition even when confronting big challenges and difficult people. She has excellent personal and mediating skills, but shows stiff insistence for things in which she believes strongly.

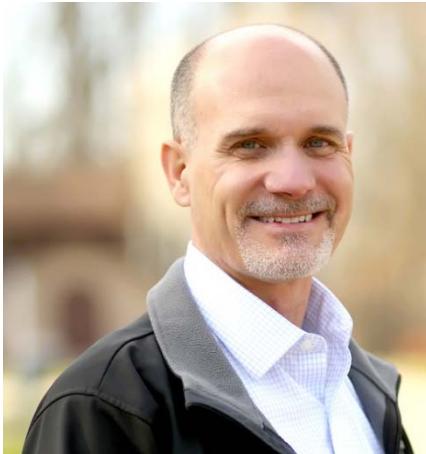
Please consider Greta Van Meeteren to be an outstanding candidate for this Board of Directors position. If you have other questions or need additional information, please contact me.

Very truly yours,



Bob Bruce
Chair, USMS Open Water Committee

Dan Cox - Great Lakes Zone Candidate for the At-Large Director



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

The candidate was nominated by *Meg Smath* and received letters of recommendation from *Nadine Day* and *Ed Tsuzuki* in accordance with our Election Operating Guidelines.

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

Section Two: Candidate Qualifications

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

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

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

I have attended more than 1 HOD Meeting in the past five years: Yes _____ No _____

I am a resident and a member of the Zone from which I seek election (Director Candidates only): Yes _____ No _____ N/A

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

2003 San Diego; 2004 Orlando; 2005 Greensboro; 2006 Dearborn; 2007 Anaheim; 2008 Atlanta; 2009 Chicago; 2010 Dallas; 2011 Jacksonville; 2012 Greensboro; 2014 Jacksonville; 2015 Kansas City

Section Three: Questions

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

I'm interested in continuing as At –Large Director to see some of the initiatives I'm involved in move from drawing board into reality. My service started with USMS when I volunteered at the 2002 Long Course National Championship in Cleveland. From 2004 to the present, I have served in a number of positions from the local level to the national level, including President of Ohio Masters swim club, Lake Erie LMSC Chairman, Great Lake Zone Chair and my current position as Great Lakes Director. These positions gave me the opportunity to learn about USMS as well as help to improve/enhance our organizations at each level. To help enhance our programs on the local level, I established the coaches and college programs. These programs helped enhance the experience of our members though

continuing education for our coaches to improve their skills. The college program helped support younger swimmers to join USMS; they are the future of our organization. In my position as Great Lakes Director, I have served on the task force to find our new CEO, am currently on the College Club task force, and am Chair of our Futures Task force. These task forces have played or will play a huge roll in the future of our organization as we move to attract younger members.

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

Membership: Our membership growth is flat with only a small increase. We need to focus on new ways to reach out to both our current membership and potential membership. These issues are being addressed right now with the Futures Task force and the College Club initiative. The Futures Task force is focusing on how to attract younger members, and the College Club initiative has the potential to be a huge pipeline of members to our ranks. In the Futures Task force (which I Chair), we are exploring why some clubs attract younger members while others do not. We are researching the "why" and then come up with ways to teach other clubs to duplicate their success in this area. The other issue our Futures Task Force is looking at is why people leave us? We will be surveying the people who have left and ask them why; then we will work with the data to find ways to increase our retention rate. Another idea to increase our retention rate would be to implement a lifetime membership (or auto renewal), which would be at no cost to USMS

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

USMS Board of Directors -2014- to present

CEO Search Task force- 2015-2016 Ed Tsuzuki Chair

Futures Task Force 2016 to present- Daniel Cox Chair

HQ Move Task Force –2015 Ed Tsuzuki Chair

Legislation Committee- 2004 -2015 – Rob Copland, Sean Fitzgerald Chair

Great Lakes Zone Chair 2009-2014

National Board of Review 2013-2015 –Barbara Delanois Chair

LMSC Development Committee –Vice Chair 2014-2015 Paige Buehler Chair

LMSC Development Committee- 2010-2013- Paige Buehler Chair

Election Committee 2012- Michael Moore Chair

Communications Committee 2004-2009 – Hug Moore Chair

Local:

Lake Erie LMSC Chair 2008-2012

President of Ohio Masters Swim club 2004-2008

Webmaster for both Lake Erie LMSC and Ohio Masters

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

Heights Driving School Inc. 1983- Present. CEO My duties include supervising 45 + employees, developing curriculums for teaching teens, adults, remedial and disabled drivers. Manage all financial obligations of the company.

Please list any other information you would like included.

2011 Dorothy Donnelly Service Award

2010 National Leadership award in Traffic Safety

Bachelor degree in Business/Education from The Ohio State University

Disabilities certification – Louisiana State University

Board Certified Driver Rehabilitation Specialist

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

I'm interested in continuing as At –Large Director to see some of the initiatives I'm involved in move from drawing board into reality. My service started with USMS when I volunteered at the 2002 Long Course National Championship in Cleveland. From 2004 to the present, I have served in a number of positions from the local level to the national level, including President of Ohio Masters swim club, Lake Erie LMSC Chairman, Great Lake Zone Chair and my current position as Great Lakes Director. These positions gave me the opportunity to learn about USMS as well as help to improve/enhance our organizations at each level. To help enhance our programs on the local level, I established the coaches and college programs. These programs helped enhance the experience of our members through continuing education for our coaches to improve their skills. The college program helped support younger swimmers to join USMS; they are the future of our organization. In my position as Great Lakes Director, I have served on the task force to find our new CEO, am currently on the College Club task force, and am Chair of our Futures Task force. These task forces have played or will play a huge roll in the future of our organization as we move to attract younger members.

From: Meg Smath

Date: April 1, 2016

Subject Line: Nomination of Dan Cox

To: The Elections Committee

I am pleased to nominate Dan Cox for at-large director from the Great Lakes Zone.

Swimmingly,
Meg Smath, Vice Chair, Kentucky LMSC

This letter of recommendation is on behalf of Daniel Cox for the position of Great Lakes At Large Director.

Thank you Elections Committee and USMS House of Delegates,
Dan Cox asked me to write a recommendation letter on his behalf. I am honored to do so.

I applaud Dan for his willingness to step up and fill a vacant position less than two years ago. Since becoming a board member, Dan has shown a great understanding of making organizational decisions. He is a very engaged board member.

He did an excellent job on the CEO search task force and was able to bring insightful information as a CEO of his own driving company. He has an understanding of the fiduciary duties of the BOD and ensures USMS has adequate resources to be successful. He has provided feedback in strategic thinking and policy decision making.

Dan is co-leading our "Futures" task force and is assisting USMS with the partnership with College Club Swimming. These strategies, programs and services will provide the longevity and future leaders of our organization.

Dan has been a volunteer leader at all levels of USMS-club, LMSC, national committee, zone chair and USMS BOD. He has an understanding and background, which will help him make the right decisions for our members.

Dan has proven work ethic and is dedicated to USMS. He has the drive (passion) and the time to dedicate to USMS.

I fully support Dan Cox for the Great Lakes At-Large Director on the USMS Board of Directors.



Nadine KM Day

042016

From: Ed Tsuzuki, Vice President of Administration
Date: April 25, 2016
Subject: Letter of Recommendation

To: The Elections Committee:

I am pleased to recommend Dan Cox as a candidate for the position of At-Large Director.

Dan, who hails from the Lake Erie LMSC, has served on the U.S. Masters Swimming Board of Directors (BOD) for the past two years in this role. In addition to working with Dan on the BOD, I have had the pleasure of working very closely with Dan on two BOD task forces and have found Dan to be a strong, open-minded contributor and also an excellent listener. Dan understands our mission and adds to the "thought diversity" of our BOD as a long-time small business owner (CEO of the Heights Driving School), where he must manage all aspects of his 45+ employee operation.

In addition to Dan's work at the local level, where he has served as LMSC chair and webmaster, Dan has also been very active at the zone (Great Lakes Zone Chair for 5 years) and national level (many committees and task forces) since 2004. Dan has also been recognized as a 2011 recipient of the Dorothy Donnelly Service Award.

I continue to be very impressed with Dan's contributions as one of our volunteer leaders and recommend Dan to continue to serve USMS in this At-Large Director role.

Respectfully submitted,



Ed Tsuzuki

This letter may be used publicly in the nomination process.

Sarah Welch - Northwest Zone Candidate for the At-Large Director



The Election Committee has deemed that Sarah Welch 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, if elected, 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:

Section Two: Candidate Qualifications

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

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

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

I have attended more than 1 HOD Meeting in the past five years: Yes _____ No

I am a resident and a member of the Zone from which I seek election (Director Candidates only): Yes _____ No _____ N/A

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

- I attended all USMS/USAS National Conventions from 2003 in San Diego through Kansas City in 2015 as a delegate of the Pacific Northwest (PNA) LMSC. I attended all the HOD meetings convened during the 13 USMS Conventions which I attended.

Section Three: Questions

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

Having served on the Board of Directors from 2014 to now, I have served USMS in a range of capacities from a task force evaluating our National Office location, to the selection committee for our new CEO to heading up USMS' first Diversity Task Force. I have contributed fully in all Board meetings, consulting with other BOD members thoroughly and making a contribution to Masters Swimming wherever I can. I have enjoyed the experience more than I'd envisioned when I first ran for the Board.

I will continue my focus on the ‘big picture’ and will contribute to the strategic direction for USMS as an At Large Director. I will re-double my efforts to improve how we communicate among all levels of the organization (from the club, to LMSC to the Board) and work to strengthen relations throughout the organization. I am convinced that by sharing interests and best practices, we can provide real value to our members. Looking forward to a second term in office I remain committed identifying and mentoring future leaders throughout the organization to make sure we remain a healthy and sustainable organization into the future.

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?

With our new CEO hired, the Board and the entire organization is poised to update our strategic plan. I look forward to this initiative and plan to contribute by bringing strategies for USMS to promote diversity at all levels of the organization—from the pool deck to the national organization.

We have amazing opportunities in front of us. The College Club initiative may lead us to exciting new alliances; the Adult Learn to Swim training is reaching into new relationships; the LMSC Development Committee’s work on peer to peer training gives us a forum to share best practices and our relationships with the international swimming bodies promotes masters swimming across the world.

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 member from 2003 to present:

- Committee Member under Tom Boak, Jeff Moxie, Ralph Davis, Homer Lane and Jeanne Ensign (present)
- Vice Chair of Finance Committee from 2006 to 2012 (under Jeff Moxie, Ralph Davis and Homer Lane)

Comp and Benefits Committee member from 2008 to present:

- Committee Member under Nadine Day and Ed Coates
- Chair of the Comp and Benefits Committee from 2012 to 2013
- Vice Chair of the Comp and Benefits Committee since 2014 under Chair Ed Coates.
- Liaison between Comp and Benefits and Finance Committee (informal role)

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

I worked as an executive for the City of Seattle for 30 years with a focus on finance, management, human resources administration, program development and program management. After a 7-year consulting stint, I completely retired giving me the time and energy to undertake a USMS BOD role.

I work as an advocate for preserving parks and open space in a rapidly growing city (Seattle). I volunteer as a forest steward for urban forest reclamation and as an advisory council member of our only city indoor tennis facility.

I have served 4 years as President for our Regional Club (Puget Sound Masters) and continue serve as its representative on the LMSC Board (PNA). I have served in a variety of

capacities at the LMSC level since PNA hosted Nationals in 2003. I continue to volunteer with Masters swimming at the club and LMSC levels.

Please list any other information you would like included.

USMS Member since 1992: Pacific Northwest Aquatics (PNA) now known as Puget Sound Masters

- National Top Ten
- World Record Holder: relay
- World Champion: 2008-Perth and 2012 Riccione. USMS Team Member in Kazan, 2015
- National Record Holder: individual and relay
- LMSC and NW Zone Record holder
- Coordinator: swimmer and coach clinics, PNA LMSC for 13 years
- Volunteer Coordinator: Short Course Nationals Federal Way 1997 and 2007
- President: Puget Sound Masters, a 1300+ member regional Club 2013 to 2015
- Board Member PNA LMSC 1997 to present
- Recipient: Dorothy Donnelly Service Award 2008

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

I look forward to the opportunity to continue to serve on the BOD for a second term of office. In my two years on the Board I have participated fully in the work on the Board, volunteering for several task forces and initiatives. If elected, I commit to working on behalf of members to think strategically and furthering the values of our organization.

I volunteer with USMS to give back to the sport that has given so much to me. I have served in a variety of roles with USMS at the national and local level. I am committed to working to make sure we are developing young talent for the future. And, I look forward to continuing the work of the Diversity Committee to recognize what our inclusive values can mean for masters swimming: in the water, in our programs and at all levels of our organization. Thank you for your support.

Leianne Crittenden - Oceana Zone Candidate for the At-Large Director



The Election Committee has deemed that Leianne Crittenden 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, if elected, 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:

Section Two: Candidate Qualifications

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

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

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

I have attended more than 1 HOD Meeting in the past five years: XX Yes _____ No

I am a resident and a member of the Zone from which I seek election (Director Candidates only): XX Yes _____ No _____ N/A

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

2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015

Section Three: Questions

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

I have been involved at the LMSC and national level since I started swimming again in 2003. Those experiences let me see how varied the Masters program has been for other swimmers, whether they are in different LMSCs, or participate in different events (pool or open water), or in no events at all (and just swim for fitness). I think I can draw on my experience to make suggestions that will improve the programs we offer, so that every participant will get the best possible experience when they sign up for Masters swimming. In addition, I want to continue the

work that Governance Committee has begun concerning training Board members and reviewing organizational structure.

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 supporting teams and coaches continues to be a major issue. We need to assure that resources are available to make sure that the National organization can provide resources to make sure there are strong local programs that are financially viable, with excellent coaching. We also need to assure that these programs provide a consistent and appealing program for all levels of participants –from fitness swimmers to pool and open water competitors, so that our entire constituency is well served. We need to make sure that participants are trained in how to effectively run their events and their LMSCs, and provide them the tools to do that, so that our volunteer pool is not burned out by the demands of their positions. We need to assure that the national organization, through the Board, listens to all members' concerns and addresses them, and also looks out for the interests of members that do not actively participate in the governance of USMS.

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

Rules (Chair, Kathy Casey) Member: 2006, 2007, Vice Chair: 2008, 2009, 2010 (associate member, Vice Chair), co-Vice Chair 2012 and 2013
Governance (Chair, Hugh Moore), vice chair 2013-2014, Currently Chair
LMSC Development (Chairs, Doug Adamavich, Paige Buehler) 2010, 2011, 2013, 2014
Zone Committee (Chair, Julie Heather) 2007, 2008
Championship Committee (Chair, Mark Moore) 2006
Ad Hoc Legal Counselors Committee (Chair, Patty Powis Miller) 2005

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

- Broad participation in Masters swimming events since 2003:
 - National and World Championship meets, as well as open water events
 - USMS Individual All American (pool) in 2004, 2005, 2006, 2007
 - Selected for and attended USMS/USA High Altitude Training Camp at the United States Olympic Training Center (USOTC) in Colorado Springs, Colorado 2005
- Broad participation at LMSC and USMS level since 2004:
 - Since 2004: Pacific Masters Fitness Chair, Vice President and currently Secretary;
 - Since 2004: USMS Committee participation, as member and Vice Chair,
 - Oceana Zone chair 2008-2009
 - Worked to propose changes adopted by HOD and BOD: proposed rules changes for team scoring at Nationals, participated on Rules Committee task force to provide standards for transgender athletes, worked to provide administrative processes for dispute resolution,
 - Moderated seminars at conventions since 2008 as part of Zone and LMSC Development programs,
- Recipient Dorothy Donnelly Service Award 2011

- Personal Achievement Award, Pacific Masters 2004
- Rookie of the Year, Walnut Creek Masters 2004

Please list any other information you would like included.

- BA, Stanford University, JD/MBA, UCLA.
- Associate General Counsel, Oracle America, Inc.
- Volunteer activities for American Bar Association 1998-2016 as Subcommittee and Committee Chair for Business Law Section, 2014-present as Liaison to Section of International Law

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

I have worked in the LMSC and National organizations for more than 12 years in many roles, the last two years as a Board member of USMS and an officer of Pacific LMSC. I have competed at all levels, from local events to world championships and have always enjoyed participating. I like the values that swimmers have, and enjoy the community and programs that USMS provides, and want to make them more accessible to all USMS members. I realize that these programs only happen through the efforts of many volunteers, who are supported by the USMS organization. I have enjoyed being a member of the USMS Board, and as Chair of the Governance Committee, I see these activities as a way to continue to make the programs better, for all participants, at all levels of participation. I think my experience both professionally and through volunteer activities has prepared me well for being a Board member, and hope you will re-elect me!

Ed Coates - South Central Zone Candidate for the At-Large Director



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

The candidate was nominated by *Katy Dooley* and received letters of recommendation from *Steve Limberg* and *Whitney Hedgepeth* in accordance with our Election Operating Guidelines.

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

Section Two: Candidate Qualifications

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

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

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

I have attended more than 1 HOD Meeting in the past five years: Yes _____ No _____

I am a resident and a member of the Zone from which I seek election (Director Candidates only): Yes _____ No _____ N/A _____

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

I have attended Annual USAS convention and USMS HOD in 2005, 2007, 2008, 2010, 2012, 2013, 2014, 2015

Section Three: Questions

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

I have been active in both local LMSC as Chair and USMS national operations as the Chair of the Compensation and Benefits Committee. I believe these experiences make me well qualified to serve as an at-large director on the Board. My professional work experience with Boards also give me a good frame work for participating in Board activity.

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 biggest issue for USMS is to determine what services to provide its diverse membership. We have competitive swimmers, fitness swimmers and triathletes. Our strategic plan needs to make sure all these groups are represented in our service offerings.

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:

I have served on the Compensation and Benefits committee since 2011. Sarah Welch was the committee chair when I joined the Committee. I have served as the Compensation and Benefits Chair since 2013.

I was also appointed the Board Committee on CEO Succession. Jody Smith was the Chair. I was also appointed to the Board Committee on CEO contract renewal. I served as chair. Neither committee really got started because of the resignation of the CEO.

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

I have also worked with other volunteer run organizations like the Boy Scouts of America and served on the Board of local professional organizations.

Please list any other information you would like included.

None

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

My goal as a Board member is to help USMS achieve its strategic goals. I will work with the Board members to help improve delivery of services to our membership.

April 4, 2016

USMS Nominating Committee

To Whom This May Concern:

I hereby nominate Ed Coates (South Texas LMSC Chair) for the position of the At-Large Board member from the South Central Zone. At the 2015 USMS Convention, the SC Zone committee unanimously endorsed Ed Coates' candidacy for the At-Large USMS Board position.

I do this as a member of the South Texas LMSC and the South Central Zone

Respectfully submitted by,

Katy Dooley



From: Steve Limberg, Texas Longhorns
Aquatics Masters (TXLA), Professor and Associate Dean for Graduate Studies,
McCombs School of Business, University of Texas at Austin

Date: April 14, 2015

Subject: Recommendation for Ed Coates

To: The Elections Committee

It is my pleasure to enthusiastically recommend Ed Coates as USMS at-large Board member for the South Central Zone. He is a leader in every sense of the word. He has been Chair of the South Texas LMSC for over a decade, for which I chaired the election committee. In these roles he has been an avid representative for the sport at the local, regional and national levels. He is passionate about the organization, swimming, and its participants. The best interests of masters swimming and everyone involved have always guided his well-reasoned voice. His efforts have been tireless and steady, and his ability to work with others is premier.

Beyond Ed's impressive contributions in his official role, he is the heart and sole of Longhorn Aquatics(TXLA). He is a strong voice in encouraging everyone whether young or old, elite or not, and competition or fitness oriented. Ed is a central force in acknowledging achievements, whether official awards, records, fitness goals, or simply casual kudos for a good meet or workout. His organizational skills are impressive and range from TXLA hosting the 2008 USMS nationals in Austin, team year-end ceremonies for our beloved coach, group trips for swimming events, and non-swimming occasions, among others. He is a hub of information including, to name a few, competitions and activities, weekly workout schedules posted on his Facebook page, and TXLA social events for which he is often the instigator and which add so much to the team's cohesiveness and *esprit de corps*. TXLA would not be the strong organization it is without Ed and his contributions to USMS promise to be the same.

I cannot imagine a better candidate than Ed Coates for the at-large Board member for the South Central Zone. I forward my unqualified recommendation on his behalf.

Please do not hesitate to contact me if I can be of any further assistance.

With sincere regards,

A handwritten signature in black ink that reads "Steve Limberg".

Associate Dean for Graduate Studies,
McCombs School of Business,
University of Texas at Austin, Austin, TX



LONGHORN AQUATICS
THE UNIVERSITY OF TEXAS AT AUSTIN

1900 Robert Dedman Drive Austin TX 78712-0364
(512) 471-7703 – FAX (512) 471-0598

From: Whitney Hedgepeth

Longhorn Aquatics(TXLA)
Head Masters Swim Coach

April 13, 2016

Subject: Recommendation for Ed Coates

To: The Elections Committee

I would like to recommend Ed Coates for the USMS board of Directors as the at-large director for the South Central Zone. Ed has been such a huge asset to Longhorn Aquatics. He is our team leader and go to guy. He is always the first to welcome new members and get team events organized. He worked tirelessly to make sure the 2008 spring Masters Nationals held at the University of Texas went off well. He was the most instrumental individual in the overall success of this meet. Ed's leadership of the South Texas LMSC is outstanding. He is continuously keeping members informed of local meets, membership renewals and any masters upcoming events. Ed swims 6 days per week with the Longhorn Masters group and regularly attends Masters Nationals where he promotes the sport that he loves to so many.

Sincerely,

Whitney Hedgepeth

TXLA Head Masters Coach

Laura Winslow - Southwest Zone Candidate for the At-Large Director



The Election Committee has deemed that Laura Winslow 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, if elected, 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:

Section Two: Candidate Qualifications

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

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

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

I have attended more than 1 HOD Meeting in the past five years: Yes _____ No _____

I am a resident and a member of the Zone from which I seek election (Director Candidates only): Yes _____ No _____ N/A _____

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

- San Diego, CA – 2003
- Greensboro, NC – 2004
- Orlando, FL - 2005
- Dearborn, MI – 2006
- Anaheim, CA – 2007
- Atlanta, GA – 2008
- Chicago, IL – 2009
- Dallas, TX – 2010
- Jacksonville, FL – 2011
- Greensboro, NC – 2012
- Anaheim, CA – 2013
- Jacksonville, FL – 2014
- Kansas City, MO - 2015

Section Three: Questions

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

I am interest in continuing my term as At-Large Board Member from the Southwest Zone as I believe we still have room to improve and grow our organization. I am passionate about the sport of swimming. Since 2003 I have been a USMS volunteer, mostly on the national level. In 2004, I was one of 12 people selected to attend the masters' high altitude camp in Colorado Springs. With everything that this camp offered, this experience increased my desire to give back to the sport and organization that invested in me.

In 2005, I was elected as an at-large BOD member, serving two terms. In this position, I chaired the first Executive Director Task Force and laid the ground work for the Executive Compensation and Benefits Committee.

With my diverse background as a CPA, experience in executive compensation and a swim coach, I offer the organization key knowledge and energy in areas that are important for its growth. I was also an assistant organizer for the 2003, 2011, 2012, 2013, and 2015 nationals.

I have enjoyed my previous service and demonstrated that I can get the job done. In assisting with the running of the 2011, 2012, 2013, and 2015 nationals, I have displayed my organizational skills. With my previous experience on the Board, I know how it operates and what is expected.

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?

Growth and retention, and club and LMSC development are areas I see as critical to the health of our organization. If we do not grow our membership, it is hard to implement new programs and obtain new sponsors. Working with clubs and the LMSCs can help with growth and retention. As a member of the Board, I would help establish policy and continue to refine the strategic plan, helping the organization to deal with these issues.

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:

- International 2003 – 2005; Sandy Rousseau
- Championship 2004 – 2005; Barry Fasbender
- Long Distance/Open Water 2007 – 2009; Marcia Cleveland
- Compensation and Benefits 2007 - 2009
- Coaches 2010 – 2011; Craig Keller
- Finance 2011 – 2016; Homer Lane and Jeanne Ensign
- Audit 2013 – 2016; Elyce Dilworth

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

- Former Arizona Sanctions Chair
- Former Arizona LMSC Competition Committee Chair
- Chair Executive Director Search Committee; 2005 – 2007
- Chair Employee Compensation Task Force; 2005 - 2007
- Chair Dues Increase Task Force; 2006
- Member of Long Course Nationals Evaluation Committee - 2005
- Member of National Headquarters Task Force

- Member of National Headquarters Task Force - 2015
- Member of Membership Dues Task Force
- Member of National Board of Review 2014 - 2015
- Member of FOG Subcommittee 2013 - 2014
- Chair FOG/MAP Subcommittee 2015 – 2016
- Member of Goals and Objectives Subcommittee - 2016

Please list any other information you would like included.

I am a certified public accountant with over 25 years' experience in the business world, having practiced both accounting and executive compensation. In these roles, I have worked as part of a team as well as being a leader. I was also the controller for a kids swim team for two years, helping to meet budgetary constraints. I coached masters for five years and both boys and girls high school swimming for six, winning three state titles. I have also helped direct five national championships: May 2003, April 2011, April 2012, August 2013, and April 2015.

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

I look forward to continuing to help lead USMS as the organization continues to grow.