

Patty Miller - Candidate for President



The Election Committee has deemed that Patty Miller 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 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 NA

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

I attended the USMS House of Delegates meetings in the following years: 1998; 2001 through 2016

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 being re-elected for a second term as President so I can continue the work that I and the Board, CEO, and volunteers have begun. In the past two years, we hired a new CEO and adopted a revised strategic plan. CEO Dawson Hughes has gotten off to a great

start, focusing on our national office operations and our partnerships with volunteers. There is still change to come and it is important to me to help guide and facilitate that transformation.

We are pursuing the four prongs of our newly revised strategic plan: Membership Value; Brand Clarity; Innovation; and Partnerships. For the partnerships prong, I am particularly focused on the internal partnership with volunteers. We are just beginning to develop in the area of volunteer engagement (see below) and I am interested in shepherding this development.

Finally, I will repeat from my candidate statement two years ago the ultimate driver that keeps me wanting to devote myself to being President: I love swimming. I love to participate for the aesthetic pleasure of being in the water. I love the camaraderie and fun of being with Masters swimmers. I love seeing adults improve their fitness and skills in swimming because of the opportunity that we have provided for them. Being President of USMS would allow me to lead others who have this same passion to enhance the joy of swimming and spread it to others.

I believe I am a good candidate because of my leadership ability, my big picture focus, and my ability to stay calm in the face of change and uncertainty.

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?

Two key issues facing USMS are volunteer engagement and relevance. When I ran for office two years ago, I identified similar issues.

I previously described the first issue as “balance” – trying to find the right balance between activities that are best done by our professional staff and those that are best done by volunteers. As we have worked on this issue in the past 18 months, I now think of it as volunteer engagement – how best to optimize, support, recruit and recognize volunteers. We have prioritized this issue by making it part of our strategic plan in the Internal Partnerships prong. We have begun the dialog to address volunteer engagement in conversations at our Winter Board of Directors meeting, at this year’s successful LMSC Leadership Summit, and in the planning for workshops at our 2017 convention. The Leadership Summit was a great opportunity to listen to our LMSC leaders and hear their ideas, needs, and pain points. We have already learned about some things with which the national office might be able to help so as to free up LMSC and club volunteers to represent USMS where our members and prospective members are.

Relevance is about USMS adapting as our population and its needs change. Key areas for this are generations and diversity. As President, I appointed the Futures Task Force that focuses on younger generations that are our present and future members and volunteers. They have already come up with some great insights that were shared at convention last year and that are being pursued this year. I have supported the national office in its pursuit of the College Club Initiative, which is helping today’s college club swimmers who may become future USMS members. In the area of diversity, I have encouraged USMS’s Diversity Task Force to direct its efforts toward identifying specific areas of underrepresentation before moving forward with proposals for action.

A third area for relevance is ensuring that USMS is offering programming and benefits that are relevant to our ever-developing membership. At this year’s LMSC Leadership Summit, participants learned that, although it varies by LMSC, nationally only about 25% of our members compete. This realization drives us to develop opportunities to engage and retain members with programming and ways of communicating that fit with their desire for fitness. One such effort, stemming from the revised strategic plan, is the national office, working with our Fitness Education Committee, piloting innovative fitness programming.

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:

Governance Committee: 2008 – 2015; Ex officio – 2016 - present
Chair – 2008-2009
Chairs served under – Anthony Thompson; Hugh Moore; Leianne Crittenden

Ad Hoc Legal Counselors Committee: 1999–2005
Chair – 2003-2005
Chairs served under – Jeanne Crouse; Jack Geoghegan

Safety Education Committee: 1999 – 2002
Chair – 2002
Chairs served under – Julie Heather

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

I have been USMS President since 2015. Before becoming President, I served as USMS's Legal Counsel from 2002 to 2009 and then from 2011 to 2015. Key events to which I contributed during that tenure included revisions to the USMS governance structure; preparation for and hiring of an Executive Director; allowance for electronic signatures that facilitated adoption of on-line registration; establishment of a national headquarters; adoption of the Code of Conduct and refinement of the grievance process in Part 4; and establishment of the Board of Directors Governance Committee.

In addition to USMS committees, I have served on many USMS task forces, including the following:

- Leadership Summit Task Force - 2017
- CEO Search Task Force – 2015-2016
- Strategic Plan Task Force – 2016
- Executive Director Succession Task Force - 2015
- National Headquarters Task Force - 2015
- Ineligible Persons Task Force (Chair) – 2012 – 2013
- Strategic Planning Task Force (Chair) – 2011
- Board of Review Task Force – 2011
- Branding Task Force – 2007-2008
- Executive Director Hiring Task Force – 2006-2007
- Executive Director Funding Task Force (Chair) – 2005

I also have experience at the very important local level. I was Chair of the Virginia LMSC from 2010 to 2014, served as President of Virginia Masters Swim Team, and was co-director of the Chris Green Lake Swim.

In the swimming world outside of USMS, I am on the Ethics Committee for United States Synchronized Swimming and I formerly served on the Board of Directors of USA Swimming as USMS's liaison.

Please list any other information you would like included.

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

When I ran for office two years ago, I said my top three priorities were to hire a new CEO, develop a revised strategic plan, and work toward finding the best balance between contributions of professional staff and volunteers. The first two priorities are complete and the work on volunteer engagement is underway. It has been my privilege to work with awesome people – both volunteer and staff – who care so much about promoting health, fitness, wellness and challenge through swimming. I hope to continue to lead us through continued development for the next two years.

Dan Cox - Candidate for Vice President of Administration



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 *Jay DeFinis* and received letters of recommendation from *Skip Thompson and Paige Buehler* 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
2016 Atlanta Ga

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 continuing on the Board of USMS as Vice-President of Administration in order to see some of the initiatives I am involved in as Great Lakes Director become a reality. If for any reason the President is unable to fulfill the duties of the office, the Vice-President of Administration would assume the role as President. This person needs to be familiar with the many issues facing USMS and what steps are currently in place to work on those issues; if a transition becomes necessary, it should be done seamlessly.

Whoever serves as Vice President of Administration should have a working knowledge and understanding of the committees they are responsible for, Legislation, Rules, Championship and Registration. In my service to USMS, I have served on the Legislation Committee and as Meet Director for Ohio Masters (I was selected to be the Meet Director by Gay Games when they came to Cleveland for this six day International Meet). As Chair of Lake Erie, I was involved in overseeing our Registration Volunteers. These areas of service combined with the three years I served on the Board of Directors make me uniquely qualified to serve USMS as Vice President of Administration.

My other service with USMS began 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, both at the local and national levels. These include President of Ohio Masters Swim Club, Lake Erie LMSC Chairman, Great Lake Zone Chair, Meet Director for the Gay Games in Cleveland Ohio, and my current position as Great Lakes Director.

My service in these positions has given me the opportunity to learn about USMS and assist to improve/enhance our originations at each level. To help enhance our programs on the local level, I established Coach 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 young swimmers to join USMS; they are the future of our organization. In my position as Great Lakes Director, I served on the task force to find our new CEO, am currently on the College Club Task Force, and the current Chair of our Futures Task Force. These task forces have played (or will play) an integral part in the strategic growth of USMS.

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
College Club Initiative 2015- to present-Kyle Dreery Chair
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 am interested in continuing on the Board of USMS as Vice-President of Administration in order to see some of the initiatives I am involved in as Great Lakes Director become a reality. If for any reason the President is unable to fulfill the duties of the office, the Vice-President of Administration would assume the role as President. This person needs to be familiar with the many issues facing USMS and what steps are currently in place to work on those issues; if a transition becomes necessary, it should be done seamlessly.

Whoever serves as Vice President of Administration should have a working knowledge and understanding of the committees they are responsible for, Legislation, Rules, Championship and Registration. In my service to USMS, I have served on the Legislation Committee and as Meet Director for Ohio Masters (I was selected to be the Meet Director by Gay Games when they came to Cleveland for this six day International Meet). As Chair of Lake Erie, I was involved in overseeing our Registration Volunteers. These areas of service combined with the three years I served on the Board of Directors make me uniquely qualified to serve USMS as Vice President of Administration.

My other service with USMS began 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, both at the local and national levels. These include President of Ohio Masters Swim Club, Lake Erie LMSC Chairman, Great Lake Zone Chair, Meet Director for the Gay Games in Cleveland Ohio, and my current position as Great Lakes Director.

My service in these positions has given me the opportunity to learn about USMS and assist to improve/enhance our originations at each level. To help enhance our programs on the local level, I established Coach 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 young swimmers to join USMS; they are the future of our organization. In my position as Great Lakes Director, I served on the task force to find our new CEO, am currently on the College Club Task Force, and the current Chair of our Futures Task Force. These task forces have played (or will play) a integral part in the strategic growth of USMS.

Northwestern Mutual

Jay M. De Finis CLTC
Wealth Management Advisor

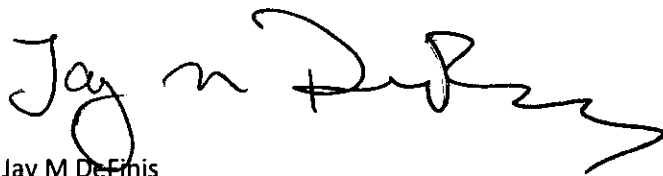
May 25, 2017

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To Whom it May Concern,

I would like to nominate Daniel P Cox for the position of Vice President of Administration.

Thank you for your consideration ,



Jay M DeFinis

Wealth Management Advisor

Cleveland, Ohio

PAIGE BUEHLER

Dear Elections Committee,

It is my honor to recommend Daniel Cox to the House of Delegates as a candidate for the position of Vice President of Administration.

Daniel would be a valuable member of the Executive Committee because he steps up to challenges and projects. Over the years during which he and I served concurrently on the LMSC Development Committee, Dan played an active role on the Education subcommittee by always taking his share, and more, of the tasks at hand. He is great on special and cyclical projects, such as the convention workshops. In 2015 and 2017, Daniel helped with creating the programming for the LMSC Leadership Summit.

Another reason why I'd recommend Daniel is because he is very adept at listening to the various points of view within a group and contributing to the conversations. He synthesizes information well and can identify the general sentiment of a group to know how to present his ideas and potential solutions.

Daniel's interactive and positive approach makes him a valuable asset in various roles within a group, among them fact-finder, liaison, devil's-advocate and supporter. He comfortably wears the hats of all his volunteer roles and uses the experience gained to help move U.S. Masters Swimming forward as an organization.

I highly recommend Daniel Cox for the position of VP-Administration and invite the Elections Committee to publish this letter in his support.

Sincerely,

Paige Buehler
Vice chair, LMSC Development Committee

Letter of Reference: For Dan Cox to the position of Vice President of Administration for USMS

To: USMS Elections Committee

Date: 5/31/17

It is my honor and privilege to recommend Dan Cox for the position of Vice President of Administration.

I have personally known Dan since he first joined USMS in 1999. He has always been a strong, enthusiastic, and positive leader within U.S. Masters Swimming both at Local, Zone, and National levels of USMS. I first noticed this at the 2002 Long Course National meet where he was heavily involved with the success of the meet. He eventually became Club President, LMSC Chair, and Webmaster in the Lake Erie LMSC.

At the USMS level, Dan became a convention delegate in 2003, and has served on the Legislation, LMSC Development, Communications, and Elections Committee. He served as the Great Lakes Zone Chair for 5 years and during that time was responsible for the implementation of the Great Lakes Open Water Swim Challenge (GLOWS). He served as a member and Vice Chair of the LMSC Development Committee for 5 years and was a key contributor of the Educational and Mentoring subcommittees.

In December of 2014, he was appointed and then elected in 2016 as the Great Lakes Zone At-Large Director of the USMS Board of Directors. Since his election to the BOD, he has been a member of the Headquarters Move Task Force, CEO Search Task Force, College Club Task Force, and the newly created Futures Task as Chair. With his experience on the LMSC Development Committee, he was heavily involved in the preparation, set up, and success of the first two LMSC Leadership Summits in both 2015 and 2017 and this was due to his experience in the planning and organizing of the workshops for delegates at the conventions. All of these contributions in just a year and half of being on the BOD, make him an outstanding candidate for the Vice President position.

One of the major challenges and issues facing USMS today and in the future is membership growth. The work of the College Club and the Futures Task Forces are trying to solve this by attracting younger members to not only join and participate in future USMS programs, but to provide adequate leadership for USMS to succeed in the future. Dan has been involved in this important mission since he first organized a college program that discounted USMS memberships in the Lake Erie LMSC. He then became Meet Director of a joint USMS/College swim meet at Cleveland State University to get them introduced to the "USMS Brand" and have the potential to join the organization as future members. The Futures Task force is in the process of implementing strategies for LMSC and USMS National involvement for both LMSC BOD positions and USMS National Committees members. Dan has been and continues to be at the forefront of this important mission as these task forces will play major role in the future success of attracting younger members.

With his experience being on the Legislation Committee and being heavily involved in the 2002 and 2015 USMS Long Course Summer Nationals plus being Meet Director of the 2014 Gay Games makes him especially qualified because he knows the work and responsibilities of the committees that fall within the purview of the position.

With his love of Masters, his proven track record, and his great attitude, there is no doubt Dan will make a top-rate Vice President of Administration for US Masters Swimming and I cannot recommend him strongly enough.

I am pleased to endorse his candidacy give my permission for this letter to be published to our USMS delegates in the Convention packet.

Sincerely, Skip Thompson

Richard Garza - Candidate for Vice President of Administration



The Election Committee has deemed that Richard Garza 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 and received a letter of recommendation from *Tom Boak* and received a letter of recommendation from *Stuart Smith* 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:

September 11-15, 2013 Anaheim California
September 17-21, 2014 Jacksonville Florida
September 30 - October 4, 2015 Kansas City Missouri
September 21-30, 2016 Atlanta Georgia

Section Three: Questions

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

Because I am passionate about Masters swimming, I want to contribute to as many people as possible. I want to give back to the sport and share Masters swimming with as many adults as possible.

I asked myself, "If I was elected to the Board of Directors for USMS, would I like the person I became, and the skills I would learn along the way? Would this opportunity be an effective way to share my knowledge and skill for as many people as possible? Is this is the best way I can

serve others in Masters swimming on a national level?" The answer to all three of those questions were "YES!".

I believe I would be a good candidate because most of my experience is in administrative work. Yes, I am a coach, but I have fully embraced, and enjoy, the dry side of swimming as well. It's what makes the wet side of swimming, and coaching, possible. I am able to bring the perspectives of an LSMC volunteer, an editor, a stroke and turn judge, an athlete, and a head coach, all at the same time.

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?

Today, I see new members feeling intimidated, and a lack of experience in our future volunteers as issues facing USMS. In the future, I see social media becoming an issue.

The Adult Learn to Swim program is doing a fantastic job of creating educated and certified instructors in areas where adult lessons did not exist before. Many of these Masters programs are already welcoming new and diverse individuals into their programs. It's great to have more people participating in Masters swimming, however, these people who are new to swimming won't be keeping up with Masters swimmers who have been around for decades. This large difference in ability is going to leave the less experienced Masters swimmers out of the full experience USMS want's it's members to have.

One possible solution is to create different types of Sanctioned events, similar to USA Swimming's model for swim meets and ability. For example, if you have met qualifying times for Nationals, you CAN'T compete in this particular event. This would create USMS events that would be designed for Masters swimmers who have no time, or don't have any qualifying times for Nationals. This will create a less intimidating environment for the new Masters swimmer, or fitness swimmer that has never been to a Masters swim meet before. Any club could do this today, but creating the option in the rule book would spread the idea nationally and encourage new members to participate in USMS sanctioned events.

Our most valuable asset as an organization is experience. Many of our volunteers have served on local and national committees for many years, and have helped build USMS from the ground up into THE role model for a Masters Swimming National Governing Body. At some point, these experienced and dedicated volunteers will start the next chapter of their lives, and I'm concerned that the next generation of volunteers are going to be behind in the skills and experience necessary to continue providing an amazing service and experience for our members.

I would encourage each committee to create a course, ebook, webinar, cheat sheet, guide, power point presentation, anything they choose to explain what new members should know, and how the committee works. This will allow new committee members to be caught up and on the same page as more experienced members, so less time is spent training and educating new members.

The next generation is growing up, and will be a fully involved part of our membership in the coming years. This group is tech savvy, is used to being connected all the time, tends to post anything and everything on Social Media, and they don't know what a rotary phone is. Their primary form of communication is through the internet. The future issue: There are going to be to many forms of social media. There are going to be more than just Facebook, Twitter, and Instagram. It's going to be the responsibility of USMS and each LMSC to either point new members to the designated profiles for USMS and LMSC's, or create profiles in the new social media outlets as they become more prevalent. Proactive use of social media is going to help USMS manage it's brand and image in the future.

I have never been a registrar, but the registrar in North Texas has explained to me that it's not possible to edit the information that goes out to new members in North Texas when they register or renew their membership. I would push to give the registrar more control in the content that goes out to new members, so they can include links and resources relevant to their LSMC, such as the LSMC website and Facebook page.

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:

Current USMS National Positions Held: Legislation Committee Vice Chair 2015 - Present:
Chair - Meg Smith

Previous USMS National Committee Positions Held: Legislation Committee Co Vice Chair 2015 - 2015: Chair - Meg Smith

Legislation Committee Member 2014 - 2015: Chair - Sean Fitzgerald

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

In 2010, I started to coach Masters regularly, and I was the only coach for the team at this pool. I grew the kids and masters program from about 6 to 90 swimmers in a year. I managed everything, billing, attendance, meets, meet entries, email, phone calls, complaints, socials, everything. I was running an entire swim team by myself.

In 2012, I became the Vice-Chair for the FGC LMSC. My biggest contributions to the LMSC were creating, and maintaining their social media pages on Facebook. And also completely updating the bylaws, which were about 8 years old at the time. I had to dig through 8 years of meeting minutes, and find every previous secretary to get all the missing minutes that I couldn't find online to make sure that every change that had been approved was in the bylaws.

In 2014, I joined the National Legislation Committee

In 2016, I joined the Futures Task Force, and have helped with research, and initiatives to get more younger swimmers involved with USMS.

In 2016, the NT LSMC elected me to be the Social Media Chair, and the Liaison to the National office for the USAS convention in Dallas TX.

In 2016, I became a Stroke and Turn judge for USA Swimming. Currently apprenticing as a Starter.

In 2017, I was elected as the Vice-Chair of the NT LMSC..

Please list any other information you would like included.

I am a USMS Level 4 certified coach and Kerry O'Brien Coaches award recipient.

I was selected to Head Coach for USMS at this year's World Masters Championship in Budapest Hungary.

I ran for a VP position before, and lost, but I realize my mistake, I should have gone by my middle name, Chris ;)

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

Welcome to Dallas!

To: Cheryl Gettelfinger Elections@usms.org
Cc: Richard Garza the.richard.garza@gmail.com
From: Tom Boak
Re: Letter of Nomination and Reference, Richard Garza
Vice President Administration

I would like to nominate Richard Garza for the position of U.S. Masters Swimming Vice President of Administration. Please also consider this as a Letter of Reference.

Although he is only 29, he has burst onto the scene over the past eight years and immersed himself in United States Masters Swimming. He is a competitor, a coach, is involved in the North Texas LMSC and USMS at the National level.

First as a competitor – 35 Individual and 16 Relay Top Ten Times, Relay All American

Second as a coach – Level 4 Certified Coach 2017, Masters Coach since 2009, currently Head Masters Coach for Texas Ford Aquatics; Kerry O’Brien Coaching Award 2014; On deck Coach at World Championships in Budapest 2017 and Pan American Championships in Medellin, Columbia 2015.

Third in his LMSC – North Texas LMSC Vice Chair and Newsletter Editor

Last with USMS at the National level – Futures Task Force (note that the Legacy Stars Program is his idea), Legislation Committee since 2013 and serving as Vice Chair, Convention delegate since 2013, Florida Gold Coast Vice Chair 2013-2015, attended USMS Leadership Summits in both 2015 and 2017.

As an organization, we talk all the time about the importance of getting young people involved in our sport. Richard is exactly what we are looking for – he is passionate about Masters Swimming and willing to get involved at every level. It is a sincere privilege to recommend him for this important USMS position.

From: Stuart Smith

Date: May 30, 2017

Subject: Recommendation Letter

To: The Elections Committee

I would like to submit a letter of recommendation in support of Richard Garza regarding the position of Vice President/Administration for United States Masters Swimming.

Richard has spent a number of years in various positions on local and national committees which would make him a logical choice for a V.P. role

Richard has been our Masters coach here for one year now. In that time, he has immersed himself into all areas of Masters Swimming. He has more than doubled membership on the team, and he has promoted the sport locally through clinics and competitions. He has also recently been named head coach for the World Championships this summer.

Through all these accomplishments, Richard has shown that he is organized, innovative and an excellent communicator.

Thank you,

Stuart Smith
Texas Ford Aquatics

Peter Guadagni - Candidate for Vice President of Administration



The Election Committee has deemed that Peter Guadagni 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 *Nadine Day* and received letters of recommendation from *Barry Fasbender* and *Jeanne Ensign* 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 NA

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

I have attended every convention from 2010 through 2016. I was present for all HOD meetings at each convention.

Section Three: Questions

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

The joy I have received from Masters swimming, first as a fitness swimmer and more recently as a competitor, created a desire to give back to USMS. The Vice President of Administration position, with its oversight of the Championship, Legislation, Registration and Rules Committees

and place on the Board and Executive Committee, provides an opportunity to use my volunteer and professional experience to further serve the organization. As a certified official for over ten years, I understand the rules of our sport, how to apply them and the impact when they are changed. My three years on the Legislation Committee and experience leading the effort to reorganize the Pacific LMSC by laws taught me the importance of maintaining clear and concise governing documents. Having competed and officiated at multiple Nationals and served 6 times as Meet Director of the Pacific Masters Short Course Yards Championships (700 – 800 participants), I bring multiple perspectives to the challenges the Championship Committee faces. My supervision of Pacific's paid Registrars as the LMSC's chair and my use of USMS systems as the current Pacific sanction chair has familiarized me with our registration process and systems.

In addition to my qualifications for the VP of Administration position, I believe my skills and experience will make me an asset to the USMS leadership team. As a member of the Finance Committee, I regularly review the USMS budget, giving me exposure to the many programs on which our funds are deployed. Professionally I have lead and grown a regional marketing consulting group, was the executive in charge of a national information technology services and consulting operation, owned a small business, and currently manage a municipal electric and gas utility. These varied leadership experiences have taught me to respect what works but never stop looking for new solutions and opportunities.

Perhaps my most important attributes for this and every other position I have held are a desire to listen, a passion for continuous improvement, and an optimistic attitude – I tend to smile most of the time.

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 thousands passionate members, the future of USMS will never be in doubt. However, there are opportunities to make the organization more effective.

The national office along with USMS volunteer leadership has worked to create a strategic plan that is focused and compelling. Certainly, the USMS brand has never been stronger. However, the plans and programs could be improved with greater recognition that for most of our members, the Masters experience is limited to the deck and lanes of their local pool. If coaches and clubs don't embrace and implement USMS plans and programs, their impact will be limited. As a member of USMS leadership I will advocate for programs that respond to the needs of clubs and coaches and deliver value at the local level.

Another challenge relates to the changing nature of our membership and how they want to engage as volunteers. USMS depends on volunteers to perform many services that our members desire. As we continue the transition from an organization dominated by early USMS members to one in the hands of current and future generations, we must recognize the impact of societal changes. Student debt, increased housing costs, and delays in family formation can affect the desire and ability of younger generations to contribute their time. As a leader I will listen to every segment of our membership and collaborate with them to develop volunteer opportunities that work with their lives. I will also recognize when we need to change our service delivery models, from meet management to local communications, and help develop solutions that are consistent with volunteer availability.

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 Committee, 2011 – 2013, Sean Fitzgerald Chair

Finance Committee, 2014 – present, Jeanne Ensign Chair

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

Team Captain, Walnut Creek Masters, 2007 – 2010

Chair, Pacific Masters Swimming, 2012 – 2015

Chair, Finance subcommittee on Sanction Fees, 2015

Member, planning committee for first LMSC Leadership Summit, 2015

Member, Finance subcommittee on Use of Reserves, 2016

Chair, Finance subcommittee on Budget and Fees, 2017

Pacific Masters Meet Operations and Sanction Coordinator, 2017

President, Walnut Creek Downtown Business Association, 2 years

Board member, Playhouse West (local theater group), 3 years

25 Years management experience at leadership levels

Please list any other information you would like included.

My proudest accomplishments relate to volunteer recognition; I have written the nomination letters for 9 Donnelly Award winners, 1 Fitness Award Winner, 1 Open Water Service Award Winner and 1 Krauser Award Winner and contributed to the nominations of 2 USMS Coach of the Year Winners and 1 Ransom Arthur Award Winner.

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

As your Vice President of Administration I will work with the Championship, Legislation, Registration and Rules Committees to assist in fulfilling their vital functions and challenge them to consider new ideas when appropriate. In my role as an Executive Committee member, my actions will be guided by the knowledge that, for most of our members, the Masters experience is limited to the confines of their local pool deck. As a Board member I will strive to listen to our members and help guide the organization in a direction that delivers value.

05/20/17

To Elections Committee

I, Nadine Day, nominate Peter Guadagni, for Vice President of Administration.

Respectfully,

A handwritten signature in dark ink, appearing to read "Nadine Day", written in a cursive style.

Nadine Day

Date: May 20, 2017

To: The Elections Committee

Subject: Letter of Recommendation

It is my honor and privilege to recommend Peter Guadagni as Vice President of Administration for the U.S. Masters Swimming Board of Directors. His breadth of experience and skills make him an ideal candidate for this position. Peter will bring to the Board his experience and knowledge of USMS at many levels.

As Vice President of Administration, USMS will have the benefit of Peter's years of involvement in our organization. His approach to any project large or small is practical, ordered and forward-looking. He has the ability to question "the way we've always done it" with respect and in keeping with our best interests. As a member of the Executive Committee and Board of Directors his unique perspective and ability to work in a group setting will contribute to the continued growth of USMS.

I have known Peter for a number of years through convention and he currently serves on Finance Committee. Most recently he chaired a Subcommittee and under his leadership the Subcommittee produced a concise and well-reasoned report with recommendations up to and including proposed legislation.

Peter's passion for swimming and his dedication to our organization make him an ideal candidate for this position. It is my pleasure to recommend Peter as the next Vice President of Administration.

Respectfully Submitted,

Jeanne Ensign
USMS Finance Committee Chair
MT LMSC Chair

Recommendation Letter for Peter Guadagni
From: Barry Fasbender, Past Chair of Championship Committee
May 22, 2017

To: The Elections Committee

This letter of endorsement and support is being written because I can think of no one more qualified to serve as the US Masters Vice President of Administration than Peter Guadagni. Peter has vision, talents, expertise, and great experience in administering Masters swimming programs on the club level, the local LMSC level as chair of the 12,000+ Pacific Masters, and as a member of US Masters Legislation and Finance Committees. In his business life, he has managed a \$80 million company budget and currently administers a municipal electric and gas utility.

Peter is a man who embodies giving back to the organization that has enriched his life. He is an exceptional swimmer who has competed at every level we offer and has earned numerous Age Group Swimmer of the Year Awards, served as an official (Stroke & Turn, Starter, Head Referee at the PacMasters Championship Meet several times, and officiated at two US Masters National Championships), who gave back to his club as its team captain for four years and received the Walnut Creek Masters Bosco Award for Volunteer of the Year twice, as well as volunteered to be the Meet Director for six SCY Pacific Masters Championships, and guided Pacific Masters for four innovative years as its Chair. Pacific Masters has recognized Peter with its Distinguished Service Award, the Nancy Ridout Service Award (which under his leadership was named and elevated to the PacMasters highest award), and was given the Dorothy Donnelly Service Award by USMS.

Peter brought energy and new life to Pacific Masters during his tenure as chair. In addition to new programs and services, he undertook reorganizing the administration of Pacific Masters by replacing the traditional offices with a plan consisting of a number of elected officers and the committees for which they are responsible. Examples are Vice Presidents for Pool Meets, Open Water, Clubs and Coaches, and Communications and Technology, along with the traditional Chair, Secretary, and Treasurer. This has allowed innovation and new opportunities for volunteers to participate and give back.

Additionally, Peter has given back by totally restructuring the Pac Masters Annual Meeting to offer not only a required annual business meeting that attracted few members, but turning it into an annual celebration that also includes a workout, a tech talk, a catered lunch, and an inspirational keynote speaker (Rowdy Gaines, Janet Evans, Matt Biondi, Anthony Ervin, Dana Vollmer) all free of charge to our membership. Attendance at our annual meeting has gone from 30 to over 300.

Peter has served USMS at the national level as a member of the Legislation Committee and the Finance Committee, where he chaired two subcommittees and was a member of a third. He has been a convention delegate for seven years.

You can get a glimpse into Peter's character by his citing one of his proudest accomplishments which, he notes, is writing nomination letters for the volunteers who represent the LMSC and Masters swimming at its best. Peter is about leadership, empowerment, creativity, and fulfillment. He can be counted on to use all available resources to complete a task and to offer creative alternatives to the status quo. He will make an outstanding Vice-President of Administration for US Masters Swimming.

Sincerely,

Barry Fasbender

Jeff Strahota - Candidate for Vice President of Administration



The Election Committee has deemed that Jeff Strahota 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 *Jeff Roddin* and received letters of recommendation from *Rob Copeland* 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 NA

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

I have attended all HOD meetings since 2008. This year will be my 10th Convention:

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

Section Three: Questions

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

Despite being a younger member of USMS, I have been involved in volunteering with the organization for over a decade and had a variety of relevant experiences.

Experience: I've served on a variety of committees (Marketing, LMSC Development, and Championship) and thanks to my wife, have sat in the next room for many Rules calls. With Championship and Rules being two of the four committees which the VP of Administration oversees, and Legislation being akin enough to Rules, I won't need much assistance getting up to speed.

Under-40: I'll be nearing my 20th year associated with USMS, but unlike most veterans with membership this lengthy, I'll be a member of the under-40 demographic, something not historically receiving too much representation – if any – at this level. Not only was the experience of being a young USMS member still fresh in my mind, but being at a major university, I am continually a first-hand witness to the challenges facing my peers and our 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?

The number one issue I see is that our membership is getting older and we do not have a large volume of replacement members behind them.

I think our present Executive Director is on the right track with the College Club Swimming initiative to help build that **partnership** and **brand awareness**. I'd want to continue to guide and develop this so that we have a continued pipeline to future members.

Also, this speaks to our need for **innovations**. Like the strategy pillar with the same name, this is not only innovating our event offerings, but also ensuring the way we do business, both internally and externally, is continually evolving to meet all the needs of our wide demographic. I'd like to see our organization move with more speed, operate more simply and with more transparency. This will benefit all of our membership – making things easy for everyone will

Looking over Rules, Legislation, Registration, and Championship, I could help make evolutions and innovations in these spaces reality.

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:

Marketing (2009, Chair Chris McGiffin)

LMSC Development (2010-2015, Chairs Doug Adamavich and Paige Buehler)

Colonies Zone Chair (2011-2015)

Championship (2010-present, Chair Jeff Roddin)

Potomac Valley LMSC Chairman, 2015-present, 2009-2013

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

Professionally, I work for Claritas, a marketing company specializing in consumer segmentation. We help our clients find the best customers most likely to purchase their product/service based on their behaviors. Instead of putting a flyer on every car in the parking lot, we tell you the only black and gold Volvos are most likely to buy your product, and help you find those targets. My specific responsibility is as a Product Manager, and am responsible for turning our syndicated research survey data into our segmentation profiles, responsible for everything from how the product is produced, team coordination and scheduling, and how the product is ultimately consumed by clients.

Please list any other information you would like included.

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

I've been swimming with my masters group since I started college in 1998, and a USMS member since 1999. After finishing school, I began donating my time back to my team and then our LMSC; and since the 2008 convention, to our national organization. I look forward to continuing to serve this organization I love, and look forward to the opportunity to represent our under-40 demographic on our organization's board.

May 25, 2017

Attention USMS Elections Committee:

I am writing to nominate Jeffrey Strahota to the position of Vice President of Administration.

Thank you for your consideration.

A handwritten signature in black ink that reads "Jeff Roddin". The signature is written in a cursive style with a large, prominent "J" and "R".

--

Jeff Roddin | Registrar | Potomac Valley LMSC | U.S. Masters Swimming

May 31, 2017

TO: Election Committee and USMS House of Delegates

RE: Recommendation of Jeff Strahota as Vice President of Administration

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

I believe Jeff possesses the critical skills, aptitude and experience to serve as a member of our Executive Committee and the USMS leadership team. Jeff has been an active and effective leader in the Potomac Valley for over a decade, serving as LMSC chair as well as other volunteer positions.

Jeff has also been an engaged member of the USMS House of Delegates since 2008. During this time Jeff has served as an active member of the LMSC Development and Championship committees.

Beyond his institutional knowledge and leadership, Jeff is a role model of volunteer spirit. Jeff has demonstrated his willingness to step up and serve, his ability to listen to others, his talent for making informed decisions and his passion for giving back to swimming. I am confident this spirit will continue to shine as Jeff steps up to the next level of service leadership.

I believe Jeff will be active and committed to promoting health, wellness, fitness and competition for adults through swimming and keeping USMS the premier resource for adult aquatic fitness in the United States.

I recommend Jeff without reservation to serve as our next Vice President of Administration.

Respectfully submitted,

A handwritten signature in black ink that reads "Robert H. Copeland". The signature is written in a cursive, flowing style.

Rob Copeland

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

From: Ed Tsuzuki, Vice President of Administration
Date: May 21, 2017
Subject: Letter of Recommendation

To: The Elections Committee:

I am pleased to recommend Jeff Strahota as a candidate for the office of Vice President of Administration.

Jeff has held several volunteer leadership roles within USMS at both the local and zone level as well as been an active member of several committees since 2009. Jeff is currently the chair of the Potomac Valley LMSC (since 2015, having also served as chair from 2009 to 2012 and vice-chair from 2013-2014) and has also been the Colonies Zone Chair (2011-2015). Jeff serves on the Championship Committee and has also been on the LMSC Development and Marketing committees at the national level. Jeff has a long history with USMS and has been recognized by his teammates on the UMAC/Terrapin Masters club as a 2016 recipient of the Peter Moyer Character Award and in 2017 with the Pursuit of the Mission Award. Clearly, Jeff has tremendous enthusiasm for U.S. Masters Swimming and has demonstrated his commitment to serving the organization with his many years of volunteer contributions.

While I have had limited direct interaction with Jeff, I have experienced Jeff's leadership and participation at the USMS annual meetings (HOD, Zone, Committee) and am pleased to recommend Jeff for an Executive Committee position.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Ed Tsuzuki', with a stylized flourish at the end.

Ed Tsuzuki

This letter may be used publicly in the nomination process.

Skip Thompson - Candidate for Vice President of Community Services



The Election Committee has deemed that Skip Thompson 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 NA

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

Attended all from 1988 to Present.

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 36 years and have served as an Officer at the Club and LMSC level for 35 years. I have been a National delegate and active committee member for 29 years. I served as a member of the USMS Board of Directors for 8 years, from 1992 through 1999. I have held every elected position in the Michigan LMSC except Registrar. During my tenure with USMS I have been a Swimmer, Coach, Event Host, Meet Director, Official, and Championship Liaison; all of which gives me experience to address the issues and opportunities that best serve our membership.

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 major issue is the transition from a volunteer lead organization to one in which the Chief Executive Officer and the National Office staff perform operational duties and manage the day to day affairs of USMS. How do we most appropriately balance the workload between staff and the volunteer base? How rapidly should we transfer duties from the volunteers to staff? And, in the future years, does USMS envision itself someday as having the majority of volunteer positions become staff positions? How do the LMSCs and Committees fit into this structure? In the future a balance of volunteer and staff functions must be determined for the overall health of the organization. USMS is dealing with this now and this is one of the main issues to be resolved in the next 5 years.

The growth and survival of Open Water Swimming is, and continues to be, a major issue. In the last 5 years the increase in open water events insurance have created Open Water surcharges for USMS, LMSCs, and host Clubs. This has definitely impacted the vigor and growth of Open Water Swimming (that has been a tradition in USMS). The BOD Task forces and the Open Water and Long Distance Committees are working hard to take USMS Open Water to the next level but we as an organization need to solve this problem because it is not going away.

Another major issue that impacts the future success of USMS (and even the LMSC) is the development of programs for the large part of our membership that does not participate in competition. As an organization, we have a commitment to provide programs in fitness for these members. Membership retention and growth are two areas that are critical to the future health of USMS. The provision of these programs will ensure that we can deliver a valued product, the worth of which can best be reflected by our members' continuing support and membership.

USMS should become more involved and have successful interaction with other bodies such as the YMCA, NSG, FINA, USA-S, USAT, Health Clubs, Fitness Centers, and Park Departments. Our involvement with these organizations could carry USMS to the next level in membership and allow our many resources to be utilized by a much larger constituency.

In addition to developing programs that will increase our membership, we have to continue to expand our marketing concepts to broaden our financial base so that we do not rely strictly on registration, club, and program fees to run our organization. Support of corporate sponsors who have sought to assist us as loyal partners needs to be continued and explored in the future.

We need to ensure effective communication between all levels of the organization from the National Office to LMSCs and the LMSCs to the members. The development of effective lines of communication with LMSCs and their respective members is imperative. The LMSC Development Committee's peer to peer conference call meetings is a tremendous start for the LMSCs in the different operation functions as well as the two LMSC Summits that have taken place in the last 3 years. The BOD, National Office, and the LMSCs must be partners in achieving the goals of the 5 year strategic plan for that to be a success.

Another major issue I see is the lack of enough younger and newer volunteer talent to contribute at both the local and national level. This is very important because these individuals will be the leaders of USMS in future. If we do not achieve this, it will become increasingly difficult to acquire adequate leadership for future success 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:

Championship Committee – 1989 to 1993 Bill Barthold. Zone Committee – 1992 to 1995 Betsy Durrant, 1996 – 1997 Stephanie Walsh Beilman, 1998 – 1999 Hugh Moore. Planning Committee – 1994 to 1995 Stephanie Walsh Beilman, 1996 – 2000 Nancy Miller, 2001 Betsy Durant. Ad Hoc Professional Management Committee 1998 – 1999 Hugh Moore, Coaches Committee 2000 – 2001, Scott Rabalais, 2002 – 2003, Michael Collins, 2004 – 2006 Bob Bruce, 2007 Mo Chambers. Rules Committee 2008 – 2011 Kathy Casey. Legislation Committee 2012 – 2013 Sean Fitzgerald, 2014 – 2015 Meg Smath. History and Archives Committee 2013 – 2015 Megan Wilson. USMS BOD Executive Committee as VP of Coaches, Fitness Education, Sports Medicine Science Committees 2015 – 2017 Patty Miller.

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

LMSC Responsibilities

1987 - 1991 - Treasurer of the Michigan LMSC
1989 - 1991 - Vice Chairman of the Michigan LMSC
1991 - 1993 - Chairman of the Michigan LMSC
1993 - 1995 - Fitness Chairman of the Michigan LMSC
1993 - 1997 - Records & Top Ten Chairman of the Michigan LMSC
1999 - 2001 - Secretary of the Michigan LMSC
2001 - 2003 - Vice Chairman of the Michigan LMSC
2003 - 2005 – Chairman of the Michigan LMSC
2005 - 2013 - Sanctions Chairman of the Michigan LMSC
2009 - 2013 - Officials Chairman of the Michigan LMSC
2010 - 2013 - Records & Top Ten Chairman of the Michigan LMSC
1984 - 2015 – Coach – Team Representative of the Michigan Masters Club
2013 - 2015 - Vice Chairman of the Michigan LMSC
2015 - 2017 - Chairman of the Michigan LMSC

Meet Administration

Meet Director – Michigan Masters State Championship Meet – 1985, 1989, 1992, 1996, 1997, 1999, 2002, 2004, 2005, 2006, 2008, 2013, 2015, and 2016.
Meet Director - Great Lakes Zone Championship Meet - 1988 LCM, 1990 SCM, and 1997 SCY.
Meet Director - Local SCY South Oakland Seals Swim Team Meet - 1984 - 2017
Meet Director – Local LCM Meet – 1984 – Present

National Championships Meet Administration

Records/Top Ten National Liaison - 1996 USMS Long Course Nationals – University of Michigan

USMS Championship Committee - Served as a Meet Evaluator/Liaison for the following USMS National Championships - 1990 SC Nationals USC Los Angeles, 1991 LC Nationals Elizabethtown KY, 1992 LC Nationals Federal Way, WA and 1993 LC Nationals, University of Minnesota, Minneapolis, MN.

USMS Rules Committee – Served as a Rules Evaluator/Liaison for the following USMS National Championships - 2008 SC Nationals, University of Texas, Austin, 2009 LC Nationals, IUPUI Indianapolis, 2010 SC Nationals, Georgia Tech University, Atlanta, and 2011 SC Nationals, Mesa, Arizona.

Coaching – Team Accomplishments

Coach/Team Representative of the South Oakland Seals from 1984 until 2008. Responsible for administrating workouts 12 months a year. The team has been Michigan Masters State Champions 15 times (82, 85, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 00, 02) more than any other team in Michigan Masters history.

Coach/Team Representative of the Plymouth YMCA from 1988 until 2009. Overall Team Combined National YMCA Champions (1993). Men's National YMCA Championships (1993) and Women's National YMCA Champions (1994).

Coach/Team Representative of the Michigan Masters Club from 1984 until the Present. 1996 USMS Long Course National Champions in Women, Men, and Combined Categories. 2002 USMS Long Course Nationals - Highest Scoring Visiting Club in Women, Men, and Combined Categories. 2004 USMS Short Course Nationals – Women's National Champions. 2009 USMS Long Course Nationals – Regional Club National Champions. 2013 USMS Short Course Nationals – Regional Club National Champions. 2014 Canadian National Championships - Highest scoring Club in the meet. 2015 USMS Long Course Nationals – Regional Club National Champions.

Committee Projects Assignments and Accomplishments

Championships Committee – USMS Time Standards for National Championship Meets.

Planning and Zone Committee - USMS Election Survey for National Officers.

Great Lakes Zone – Implemented a Zone Championship Meet for all 3 courses.

History and Archives Committee – Contributed as a key member in the early stages of the project.

Coaches Committee - Chair of the USMS Coach of the Year subcommittee from 2001 – 2008.

National Board Review – 2011 Served on the Grievance Panel.

Achieved Level 4 USMS Certification – April 2015.

Selected to serve as a Coach for the 2015 USMS High Performance Camp in Greensboro, North Carolina.

USMS and Michigan Masters Achievement Awards

1987 - Received the YMCA Service Award from the Greater Detroit Metropolitan YMCA.

1991 - Received the Chetrick Award for Outstanding Service to the Michigan LMSC.

1995 - Received the Lawrence Award for Outstanding Swimming Performances in the Michigan LMSC.

1999 - Received the USMS Dorothy Donnelly Service Award for Outstanding Service to USMS.

2000 - Received the USMS National Coach of the Year Award from the USMS Coaches Committee.

2010 - Received the USMS Kerry O'Brien Coaching Award from the USMS Coaches Committee.

2011 - Received the Michigan Masters Lifetime Achievement Award from the Michigan LMSC.

2011 - Received the USMS Club of the Year as part of the Michigan Masters Club as Coaches Rep.

2013 - Received the Michigan Masters Coach of the Year Award at the LMSC Awards Banquet.

2014 - Received the USMS June Krauser Communications Award from USMS Awards Committee

Please list any other information you would like included.

Longest tenured LMSC Volunteer at both the Local and National level in the Michigan LMSC. I have been a Meet Director of the Michigan LMSC State Championships on 14 different occasions. This meet has the largest participation per registered swimmer in the LMSC than any meet in USMS. I, along with Sally Guthrie, initiated one of the most comprehensive LMSC Awards Banquets in USMS. The primary Award given at the banquet is the Continuous Loyalty Membership Award where LMSC members are honored for their continuous loyalty by renewing their LMSC membership for continuous years. Awards are given for 5 to 30 years of membership and swimmers are eligible for awards at 5, 10, 15 20, 25, and 30 years. I organized two stroke clinics with the 2013 NCAA Championship University of Michigan Men's team that featured Mike Bottom and his Olympic-caliber coaches. With 72 swimmers, it was the largest sanctioned clinic that the Michigan LMSC has ever held.

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 as an incumbent for the position of Vice President of Community Services. My membership in USMS for 36 years and my involvement as a volunteer at the USMS and LMSC level for over 33 years qualifies me to help lead USMS in the future. USMS faces a lot of challenges in the future and I believe I can be an asset to helping USMS address those challenges. USMS has shown great initiative in creating new programs, but will need to continue to create and expand programs to offer new opportunities for adult swimming. Under the leadership of both CEO Dawson Hughes and President Patty Miller, USMS has made great progress to achieve the goal to become the best adult aquatic fitness organization in the world. USMS is a great organization and has greatly added to my quality of life. I want to give back to this organization that has given me so much. I have worked with many outstanding volunteers and USMS Staff in the past and want continue to help build USMS to be the best primary fitness organization in the country. I look forward to helping to promote USMS's mission and values in the future.

Chris Colburn - Candidate for Vice President of Local Operations



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, if elected, is planning to attend all HOD Meetings during his tenure in office.

The candidate was nominated and recommended by *Jeanne Seidler* and received a letter of recommendation from *Tim Waud* 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 NA

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)
- Anaheim, CA (September 11-15, 2013)
- Jacksonville, FL (September 17-21, 2014)
- Kansas City, MO (September 30 – October 4, 2015)
- Atlanta, GA (September 21-25, 2016)

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 Vice President of Local Operations 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 afforded me lasting friendships and an extended family of like-minded individuals who are passionate about participating in and giving back to the sport we love. I have been and would continue to be honored to serve among their ranks.

Apart from the experience gained in my two terms as Secretary, I believe I would make a good candidate because I maintain a deep interest in the both the strategic plan and the operational workings of U.S. Masters Swimming.

I believe I will be a good candidate because I am passionate about our products and services, as well as our LMSCs' abilities to provide unique local perspectives to contribute to and deliver those products and services to their membership. I have formed good working relationships with many members of both the volunteer and staff leadership that can facilitate collaboration between the local and national levels to strengthen and evolve the LMSCs and the committees that work with them for the benefit of our 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?

In recent years, we have worked to grow the membership through a two approaches that focus on attracting new members and retaining those who have already joined us. As we further develop this strategy, I think we need to strike a consistent balance between what we do to attract new members and what we do to retain existing ones, and find better ways to do that simultaneously, not only through the National Office, but throughout the organization. This balance of initiatives will help USMS to grow more consistently.

As USMS grows, we must evolve along with our changing membership. As a strategic leadership body, the Board, in conjunction with the National Office, needs to pay attention to data related to membership numbers, trends in event and program attendance, and other key indicators to ensure that we can both listen to our membership and allocate resources (both human and financial) toward those areas that will best serve our membership.

An important step in that evolution comes with it the evolution of the volunteer infrastructure. The Futures Task Force, of which I am a member, has looked at our aging volunteer base, and strives to find new and better ways to engage both new and veteran volunteers, while adapting the roles of our volunteers to those that can focus more on brand advocacy and membership services. As our membership evolves at both the local and national levels, some of our infrastructure must begin to change to support that shift in focus. As Vice President of Local Operations, I want to better define what that shift can and should look like at the LMSC and National levels so we continue to attract and engage ALL our volunteers to promote and support USMS at every level of the 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:

Board of Directors:

- Secretary, September 2013 – present (Nadine Day, President 2013-15; Patty Miller, President 2015 - present)

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)

Registration Committee:

- 2014 (Leo Letendre, Chair)

Legislation Committee

- 2016 (Meg Smath, Chair)

Rules Committee

- 2017 (Charles Cockrell, 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 Mountain LMSC Vice-Chair, 2011
- USMS Discussion Forums Task Force, 2014
- USMS Discussion Forums Moderator, 2014-present
- USMS Futures Task Force, 2016-present
- USMS Convention Rules Task Force, 2016-present

Please list any other information you would like included.

When I'm not hanging out with my kids, coaching, swimming, or working with technology, my hobbies include driving (especially Mustangs); cycling (on- and off-road); watching sci-fi (*Dr. Who* and *Continuum* are current favorites); 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 in four LMSCs over 27 years, I have volunteered at the local, regional, and national levels in three different LMSCs since 1998. Most recently, I am finishing my second term as USMS Secretary. I have given back to Masters Swimming wherever possible in coaching, leadership, and communications-related roles, and hope to continue to do so as the next Vice President of Local Operations. I have a deep interest in the strategic and operational workings of U.S. Masters Swimming at both the local and the National

levels. Further, am interested in helping USMS evolve as an organization that can support, promote, and change as needed for its ever-growing and ever-changing membership. My experiences with technology, linguistics, and coaching have given me the organizational, communications, collaborative, and strategic thinking skills to succeed in this position. If I am elected, I will continue to work with all levels of our staff and volunteer infrastructure to bring about a better future for our sport and our membership.

From: Jeanne Seidler

Date: April 28, 2017

Subject: Combined Letter of Nomination and Recommendation for USMS Vice President of Local Operations
Candidate, Christopher M. Colburn, Illinois LMSC

To: The Elections Committee

By this letter, it is my pleasure to nominate USMS member, Christopher M. Colburn, as a candidate for the position of USMS Vice President of Local Operations.

By this letter, also, I am recommending and endorsing Christopher M. Colburn for the subject position. This recommendation is based on my long term association and experience with Chris through the community and camaraderie of U.S. Masters Swimming.

Chris' accomplishments in USMS and coaching are extensive as summarized in this nomination packet.

What my recommendation emphasizes is the human side that makes Chris a great candidate for almost any position in USMS. It has been my observation that Chris is truly interested in not only the future of U.S. Masters Swimming on the national level but he is also interested in applying the grass roots efforts to coach and keep swimmers interested on the local level. While the national level develops the programs for coaches and swimmers to follow, the local level is where the programs are executed. Chris is a master of execution. It takes a lot of effort and energy to coach, to swim, to take the swimmers to meets and encourage the swimmers to try new events. And then this effort is multiplied by all the different levels of swimmers in the club. Chris handles everything so well that he makes it look easy to wear multiple hats that range from the VP on a national level to coach and swimmer on the local level.

For his limitless energy to develop the concept on the national level and follow through to the very important execution on the local level, I'm pleased to both nominate and recommend Chris for the position of USMS Vice President of Local Operations.

Sincerely,

Jeanne Seidler
Chair of the USMS Records and Tabulation Committee

From: Tim Waud, Chair/President Oregon Masters Swimming

Date: April 29, 2017

Subject Line: Letter of Recommendation for Chris Colburn, Vice President of Local Operations

To: The Elections Committee

I am writing this letter of recommendation to support Chris Colburn for the position Vice President of Local Operations for U.S. Masters Swimming. I have known Chris since we first met at the 2008 U.S. Masters Swimming Summer National Championship in Gresham, Oregon. My first impression of Chris was that of pure passion for the sport of Masters swimming. Chris was very friendly, easy to talk to, and we quickly developed a friendship that has lasted nearly ten years.

On the local level, Chris has worked tirelessly as a swim coach in many capacities. Not only has he worked hard developing his workout group the Academy Bullets Masters, Chris has a variety of experience coaching at the high school and collegiate level. This is a valuable asset to Chris as USMS is looking to reach this demographic and increase our younger generation membership.

Chris has an outstanding record of leadership at the LMSC level. He served as a LMSC Chair and Vice Chair in his LMSC, Chris has gained extensive knowledge on how to govern an LMSC. Having been a LMSC Chair and Vice-chair, I know the time and dedication needed to work with a board of directors, and provide the services our members desire. These key leadership positions are vital to the stability of a successful LMSC and to USMS as a whole.

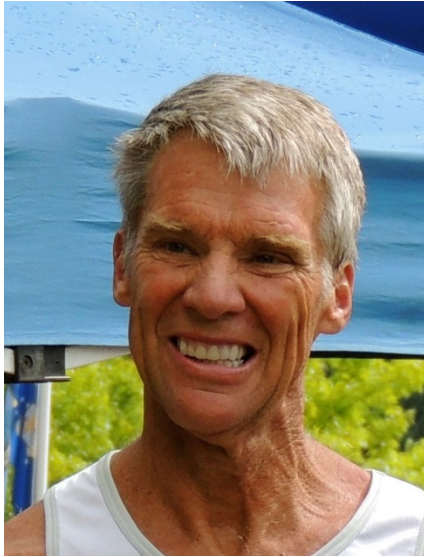
On the USMS national level, Chris has experience in a wide variety of committee and task force appointments. Having attended the last ten consecutive USAS conventions, he has volunteered for numerous committees including: rules, futures task force, legislation, discussion forms, registration, and club development. Chris has done an excellent job as Secretary for USMS. I have submitted and amended many meeting minutes at USAS and Chris has posted and re-posted my submissions within minutes of receiving those documents.

Chris is an outstanding leader in many capacities. He has the knowledge and the ambition to be a successful candidate for the VPLO position. His passion for Masters swimming is infectious, and I always look forward to seeing him at Nationals or the annual USAS Convention. Chris is always willing and able to help me understand the mechanics of USMS and how it operates. This in turn, is an asset to our membership, a representative who is always there to listen and voice the concerns of those he represents. Please consider Chris Colburn when you want a representative who is always available, eager to help, and punctual when it comes to getting things done.

Sincerely yours,

Tim Waud
Chair/President Oregon Masters Swimming

Donn Livoni - Candidate for Vice President of Programs



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

The candidate was nominated by *Jeanne Ensign* and received letters of recommendation from *Bob Bruce and Chris McGiffin* 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 NA

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

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

Section Three: Questions

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

USMS has allowed me to give back to the swimming community through volunteer service. I have served on two of the three committees that the VP of Programs serves. I believe that my

commitment to USMS and servant leadership will be an asset to future growth and development of USMS.

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 USMS Strategic Plan (Sept. 25, 2016) is our guide to addressing the major issues USMS faces as it continues to grow and develop.

Of particular interest to me is the Brad Clarity topic. To paraphrase the late Tip O'Neil, "All swimming is local". Each USMS member/volunteer needs to be an ambassador for the organization at their local pool. The word-of-mouth communication is vital to the continued growth of USMS. This is connected to the Membership Value strategy. The organization must reach the large percentage of adults who are swimming, mainly for health and fitness, and provide programs and services that match their needs and interests.

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:

Open Water/Long Distance (2008-2010) Marcia Cleveland
Long Distance, vice chair (2010-2012) Heather Hagadorn
Long Distance (2012–present) Donn Livoni
Open Water, ex-officio (2012-present) Lynn Hazelwood & Bob Bruce
Championship, ex-officio (2015-present) Jeff Rodin

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

Professional, I have served a variety of school districts in administrative positions (Principal & Superintendent). Additionally, I have worked with and/or served on numerous civic and non-profit boards, e.g., School Boards, Chamber of Commerce & Kiwanis. In the swimming community, I have coached age group and Masters (Level 1 & 2 certified), served as LMSC Chair and held other LMSC positions for 8 years, currently serving as acting chair of the Montana Masters Swim Club. I also served on the Open Water Insurance Task Force in 2012-2013.

Please list any other information you would like included.

I first joined USMS in 1982 at the encouragement of Sally Dillon. I have participated in pool, Open Water and ePostal National Championships, as well as being a committed fitness swimmer. I am a member of USAT and have served on an USAT Regional Council. In my roles as an educational leader and committee chair I have been a problem solver and consensus builder, always looking for common ground to achieve positive outcomes.

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

As the VP of Programs I would bring a deep knowledge of the committees I serve. My commitment to USMS volunteerism and my passion for swimming in general is congruent with the duties and responsibilities of the position. Additionally, my professional background and experience as a servant leader will add value to the Board of Directors, Executive Council and membership as a whole.

Date: April 25, 2017

To: The Elections Committee

Subject: Letter of Nomination

It is my honor and privilege to nominate Donn Livoni for the position of Vice President of Programs of U.S. Masters Swimming.

Respectfully Submitted,

Jeanne Ensign

USMS Finance Committee Chair

MT LMSC Chair

April 17, 2017

Dear Sir or Madam:

This letter supports Donn Livoni's nomination for the USMS Board of Directors as Vice President of Programs. I believe that Donn is an outstanding candidate for such a position.

I have known and worked with Donn for a long time. For a three-year stint in the early 2000s, Donn lived in Bend, worked as a local school principal, and swam on my team (yes, he is coachable!). We became good friends, and after he moved away I was delighted when he resurfaced as a convention delegate, then as the Chair for the Montana LMSC. Donn began serving with me on the Long Distance/Open Water Committee in 2008, continued serving on the Long Distance Committee when the committees split in 2010, and became LDC chair in 2012, a position that he still fills today. As LDC Chair, he also sits *ex-officio* on the Open Water Committee, on which I have also served since 2010 and chaired since 2015. We have worked closely together a long time; I have his phone number on speed-dial and use it frequently.

Donn brings great strengths to these positions:

- He is passionately committed to USMS at all levels, having served his LMSC as Chair as well as USMS as a national committee chair. He is also deeply committed to the sport of swimming in general, and participates in pool, postal, and open water events frequently.
- After eight full years of service, he understands intimately the mission and work of both the LDC and OWC, two committees with whom he would work closely as VP of Programs.
- He has the vision to see both the forest and the trees. He has the great quality of keeping the big picture in mind while remembering and working on the smallest details.
- He has strong leadership skills. He keeps high standards, and gently encourages others to work with him to meet those standards. He has excellent personal and mediating skills.
- He has strong management skills. His ability to organize is first rate. He is always well prepared, communicates openly, and delegates responsibilities well so that everyone around him can shine.
- He always keeps a level head and a cheerful disposition in all circumstances, a priceless personal quality.
- He is successful. His committee works very well indeed!

My only concern with Donn's candidacy is finding a placement for LDC Chair who has an equivalent vision and skill set. I really enjoy working with him.

Please consider Donn Livoni 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

From: Chris McGiffin, NJ LMSC and current VP Programs

Date: April 24, 2017

Re: Letter of Recommendation for Donn Livoni

To: The Elections Committee

I am writing to recommend Donn Livoni as a candidate for the USMS Executive Committee position of Vice President of Programs.

I have served closely with Donn at the national level for the last four years, and I know him to be a passionate USMS member and volunteer leader who has dedicated a great amount of time, energy and enthusiasm to the mission of our organization and the members we serve. I believe Donn has the necessary skills and experience to lead our programs division.

Donn is serving in his sixth year as Chair of the USMS Long Distance committee, and also serves as ex-officio on the Open Water and Championship committees. Donn served on the Open Water Insurance Task Force in 2012-13 and was a recipient of a 2014 USMS Dorothy Donnelly Service Award.

At the local level, Donn is the acting Chair of the Montana Masters Club and served on the subcommittee that successfully updated the Montana LMSC by-laws. Over the years, Donn has also served the Montana LMSC as Chair, Secretary, Coaches Chair, Officials Chair, Open Water Chair, and Long Distance Chair.

Donn is a Level 2 Certified USMS Coach and is in the process of pursuing Level 3 as well as his certification to be a USA Swimming Official (Stroke & Turn and Starter).

Finally, to round out his athletic and volunteer resume, Donn has been a member of USA Triathlon for the past 30 years and has achieved USAT All-America recognition. He has also volunteered his time on the Pacific Northwest Regional USAT Council.

I feel confident that Donn will be a strong advocate for his committees and a exceptional addition to the leadership team as USMS VP of Programs.

Sincerely,

A handwritten signature in blue ink that reads "Chris McGiffin". The signature is written in a cursive, flowing style.

Chris McGiffin, USMS VP Programs

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

Greg Danner - Candidate for Secretary



The Election Committee has deemed that Greg Danner 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 *Chris McGiffin* and received letters of recommendation from *Jeanne Seidler* and *Chris Stevenson* 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 NA

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

2010 – Dallas

2011 – Jacksonville

2012 – Greensboro

2013 – Anaheim

2014 – Jacksonville

2016 – Atlanta

Section Three: Questions

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

The Secretary role is the perfect opportunity for me to learn more about USMS and simultaneously give back to a group that has been a great source of inspiration. I enjoy observing and participating in group discussions in all matters related to swimming.

I would be a good candidate because I am experienced with digital storage and organization. I am quick to respond to all forms of correspondence (email, text, phone). I am comfortable researching and working with emerging technologies. As the former Records & Tabulation Vice Chair, I recorded meeting minutes for three consecutive years. I am familiar with submitting the minutes to the Secretary and the associated responsibilities of the position. As LMSC Chair, I implemented the USMS Meeting Minutes template for our local meetings back in 2013.

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 2017 LMSC Leadership Summit identified several of the major issues that USMS faces. After hearing from the various LMSC leaders around the country, it became clear that many of these challenges are consistent no matter where we live:

- Our volunteers continue to be one of our best assets, but we can always strive for improvement and smooth transitions. We are on the right track with the LMSC Standards and training documentation, but they will require regular assessment and fine-tuning. I would like to address this issue by adding more opportunities for volunteer interaction and training. If we are to successfully implement the USMS Strategic Plan at the local level, this will be necessary.
- Membership value for all types of existing and prospective members. As a competitive swimmer, I applaud USMS for all the opportunities that they provide. But, we must do a better job serving fitness members (our silent majority) and improve our diversity outreach. As a person holding an elected position within USMS, I will support measures to expand clinic programs and ALTS.
- Brand clarity: USMS shared market research indicating most fitness swimmers were not aware of USMS or the purpose of the organization. I have come across many such individuals during lap swim at various facilities in New York. Although we have a strong online presence at the national level, we must assist our LMSCs in furthering our spread of information. Where USMS might seem abstract to prospective members, the LMSC website and social media fill in to connect that member locally. This becomes increasingly important with every passing year, as younger generations use technology more than the generation before them. I want USMS to be able to offer more resources for LMSCs creating and maintaining their online presence.

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 2011-2012 (Chris Stevenson - Chair)

Records and Tabulation Vice Chair 2012-2014 (Chris Stevenson - Chair)

Records and Tabulation Vice Chair 2014-2015 (Jeanne Seidler - Chair)

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

Attended the 2017 LMSC Leadership Summit

Niagara LMSC Chair (2011 – current). As LMSC Chair, I introduced Policies and Procedures documentation and oversaw changes to bylaws. I helped lead our LMSC to all-time highs in membership and the most number of local swim meets and clinics each year.

Niagara LMSC Webmaster/Social Media Director (2010 – current). I have performed two website redesigns during my tenure. Our current website (www.niagaramasters.org) is a mobile friendly platform. I created our Facebook page and post content several times per week.

Niagara LMSC Top Ten Recorder (2011-2014). I trained the incoming TTR as I was outgoing.

Niagara LMSC Records (2010-2012)

Niagara LSC Athlete Rep (2010-current)

Niagara LSC Board of Review (2011-2014)

USMS Certified Coach (Level I and II)

15 years as IT professional (currently a Director of IT)

Please list any other information you would like included.

I am getting married in late August, so I will be coming to the convention right after the honeymoon! We are the proud parents of two rescue cats: Brewster and Trixie.

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

I have been an active member of USMS since 2006, attending meets at all levels (local, regional, national, and international) during that time. I began volunteering in 2010, became the Chair the following year, and started serving on a national committee at the same time. I want to help keep USMS on task and guide the organization through the changes we need to succeed.

From: Chris McGiffin, NJ LMSC and current VP Programs
Date: April 27, 2017

Re: Letter of Nomination for Greg Danner

To: The Elections Committee

It is my pleasure to nominate Greg Danner as a candidate for the USMS Executive Committee position of Secretary.

Sincerely,

A handwritten signature in blue ink that reads "Chris McGiffin". The signature is written in a cursive style with a long horizontal flourish at the end.

Chris McGiffin, USMS VP Programs

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

From: Jeanne Seidler
262-894-0613

Date: April 28, 2017

Subject: Recommendation for USMS Secretary Position
Candidate, Gregory M. Danner, Niagara LMSC

To: The Elections Committee

By this letter, I am recommending Gregory M. Danner to the position of USMS Secretary. This recommendation is based upon my association and experience with Greg while he was the Vice Chair of the Records and Tabulation Committee during my tenure as the Chair of the Records and Tabulation Committee.

During the two years (2014 & 2015) that Greg was the Vice Chair, he did an excellent job of capturing the minutes of the RT Committee conference calls. He published the first draft of the minutes within a day or two of the call. During the calls, even with conversations occurring quickly on multiple topics, Greg was still able to participate in the calls with valued discussions while capturing the essence of the calls for the minutes.

I believe it is vital for USMS to include the upcoming generation of swimmers in the volunteer executive structure. Greg will bring the viewpoint of the millennial generation into discussions which is important for increasing the understanding of how to attract and engage the newest members in U.S. Masters Swimming.

For these points, I'm pleased to recommend Greg for the position of USMS Secretary.

Sincerely,

Jeanne E. Seidler
Chair of the USMS Records and Tabulation Committee

I am writing this letter in strong support of the **Greg Danner** for the office of Secretary of USMS. When I was chair of the Records and Tabulation committee, Greg was my vice chair for three years. During that time he was responsible for keeping minutes for all of our meetings, and he did so in a very prompt and efficient manner. Greg's technical savvy was also quite apparent in our committee discussions, and his background in IT would serve him very well as Secretary.

Greg has been a consistent and committed volunteer for USMS for quite some time. He has regularly attended convention since 2010, has served with distinction on a national committee, and has held numerous positions at the LMSC level. His contributions to committee discussions were thoughtful and his positions were always well considered; he tended to be a calming influence if discussions ever became heated. He would perform his duties as secretary very well, and his voice would be valued on the Board of Directors. He has my highest recommendation.

Bruce Hopson - Candidate for Secretary



The Election Committee has deemed that Bruce Hopson 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 and recommended by *Chris Colburn* and received a letter of recommendation from *Jim Goodwin* 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 NA

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

I have attended every USMS National HOD Meeting beginning with the 2001 Meeting in Louisville, KY, through the 2016 Annual Meeting in Atlanta, GA.

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 and believe I would be a good candidate because I have been committed to public service for the last twenty years as a practicing attorney. I believe that my almost 40 years of swimming (15 of which as a Master) along with 15 years of bar service on the local, state and national level would make me a good candidate. In addition to my swimming, my background as both a lawyer and a bar leader would allow me to contribute my

critical thinking and organizational skills to USMS. Furthermore, I have a degree in journalism, and for several years I was the minute taker for the Long Distance Committee.

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 believe the major issues presently facing USMS will be how to sustain itself and maintain its relevancy in era in which people are becoming more and more reluctant to join organizations. In a similar fashion, USMS will need to figure out how it can be competitive or collaborate with other existing organizations such as USA Triathlon and to stay ahead of organizations not currently around. Finally, I see there will still be a continued focus on how to balance the interests of the fitness swimmer against those of the competitive swimmer.

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 served on the USMS BOD as the Director at-large from the Breadbasket Zone under the leadership of Nadine Day (2012-2015) and Patty Miller (2015-2016).. Additional from 2003-2015, I served on the Long Distance Committee under the leadership of Peter Crumbine, Marcia Cleveland, Heather Hagadorn, and then Donn Livoni. I have previously been on the legal advisors ad hoc committee under Patti Miller, and the records and tabulations committee under Ed Tsuzuki. I also have served on the Governance Committee from 2014 to present) under Leianne Crittenden, and the Elections committee from 2012-2014, and 2015-2016 (the break being because I ran for re-election) under Sheryl Gettelfinger.

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

I served as president of my club, St. Louis Area Masters Swimming from 2000-2006, and chair of the Ozark LMSC from 2004-2006. Additionally, I was co-president of IGLA from 2005-2006. In the non-swimming world, I served from 2011-2012 as president of the Bar Association of Metropolitan St. Louis, which is a 6,000-member voluntary bar.

Please list any other information you would like included.

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

I believe I would make a good director because I have a long background in swimming as an age group swimmer, an NCAA Division I swimmer and a master swimmer. I have previously served 4 years on the BOD (2012-2016). As an attorney, I would be able to provide needed critical thinking to board discussions. Finally, I have had 15 years of bar leadership experience on the local, state and the American Bar Association.

From: Chris Colburn

Date: April 29, 2017

Subject: Combination Nomination and Recommendation for USMS Secretary Candidate, Bruce Hopson, Ozark LMSC

To: The Elections Committee

I hereby nominate Bruce Hopson for the office of USMS Secretary.

Further, I am writing to recommend Bruce Hopson for the office of USMS Secretary. My work with Bruce on the USMS Board of Directors, and his professional and volunteer experience, lead me to believe he has the skills and experience necessary to execute the position's duties. Bruce's professional background as an attorney requires excellent communication skills, and those skills transfer into this role as well. Bruce has taken minutes in USMS settings before on the Long Distance Committee, so he is familiar with the mechanics of the role. Further, Bruce's previous work on the Board gives him some insight into the strategic work of the organization, as well as the evolving nature of the role.

Therefore, I feel that Bruce is capable of doing an admirable job in the role of USMS Secretary.

Sincerely,

Chris Colburn
USMS Secretary
Head Coach, Academy Bullets Masters (IL)

From: Jim Goodwin

Date: April 29, 2017

Subject: Recommendation of Bruce Hopson for USMS Secretary

To: The Elections Committee:

I am writing on behalf of Bruce Hopson of Ozark LMSC in support of his seeking the USMS Treasurer position. I have known Bruce for over 10 years and feel confident he would be good for this position.

He has a strong history of service, not only to swimming, but to the wider community as well. As a lifelong swimming advocate, Bruce's passion for the sport is contagious, as he has consistently drawn people back to the sport – as well as those new to swimming. He has been an active member and leader in IGLA, an associate member organization to USMS, highlighted by his term as Co-President in 2005/6. He has also been actively involved with the Saint Louis Area Masters (SLAM) serving in a variety of roles. He brings a wealth of experience and enthusiasm to the position, and I highly recommend Bruce for the USMS Secretary position.

Coming from a long line of lawyers, Bruce is adept at critical assessment, thinking and advocating for the best of his clients, and member groups. Over the years, including just last year, he has received numerous awards citing his leadership skills.

Outside of swimming, he is very active in both the American Bar Association (ABA) as well as the local bar, the Bar Association of Metropolitan St. Louis (BAMSL).

Sincerely,

Jim Goodwin

You may publish this letter.

Jeanne Seidler - Candidate for Secretary



The Election Committee has deemed that Jeanne Seidler 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 his tenure in office.

The candidate was nominated and recommended by *Chris Colburn* and received a letter of recommendation from *Nina Wagner* 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 NA

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

2016 September 21-25 (Atlanta, GA)
2015 Sept 30 - Oct 4 (Kansas City, MO)
2014 September 17-21 (Jacksonville, FL)
2013 September 11-15 (Anaheim, CA)
2012 September 12-16 (Greensboro, NC)
2011 September 14-18 (Jacksonville, FL)
2009 September 16-20 (Chicago, IL)
2008 September 24-28 (Atlanta, GA)
2007 September 26-30 (Anaheim, CA)
2006 September 13-17 (Dearborn, MI)

Section Three: Questions

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

I love swimming and USMS, and I'm interested in seeing the USMS organization go on forever. I know that to keep USMS going in perpetuity, there are needs for many volunteers at all levels. I have the knowledge, skills, abilities, work experience and educational background, plus the desire, to perform at the executive level as the USMS Secretary. My highest and best skills to offer as a USMS volunteer are actually communication skills. In my 37 year career as an IT professional, those years of work sharpened both my technical skills and communication skills. Probably 50% of an IT career is spent in meetings where we formulate our designs and take copious notes, documenting ideas and designs through meeting minutes. We use the minutes to confirm the understanding of the participants and build consensus of the design ideas. Then we go on to write specifications or build prototypes, have more meetings, more notes, more minutes and more consensus building. Whether the methodology is agile or the methodology is traditional, nothing takes the place of using meetings, meeting notes and minutes to confirm and document understanding and consensus. If elected, I have no doubt that I will be able to take copious notes at meetings and produce meeting minutes plus perform related duties as the USMS Secretary.

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 major issue that I've seen for some time in swimming is the issue of attracting and retaining the youngest age groups (e.g. 18-24 and 25-29) into USMS membership. Masters swimming is just one age group away from extinction and the 20-somethings are crucial to helping masters swimming continue into the future. There are 2,800 USA swim teams that could be providing a path to a USMS program for their swimmers and parents by developing a USMS club organization within their clubs. In addition to college club swimming, there needs to be some emphasis on leveraging USMS club organizations in association with USA clubs. As the USMS Secretary, I would keep this issue on the table when involved in discussions about issues facing USMS.

Another issue is retention of members. My understanding is that although there are new members each year that increase the overall membership in USMS, approximately 1/4th of the members do not renew membership each year. My thought is that LMSCs need to be more proactive on the local level and leverage the programs offered by USMS. And the LMSCs need to look to programs of their own to bring in more members. For example, the LMSC could host a fitness event, or a stroke clinic. As the USMS Secretary, I would also keep discussions on the table with regard to future programs for LMSCs to attract and maintain members.

USMS needs volunteers to work to keep U.S. Masters Swimming moving forward, developing new programs, attracting new members and maintaining interest with existing members. Volunteers are needed at all levels. Quality volunteers are needed in LMSCs. The LMSC Development Committee has done excellent work on developing volunteer roll descriptions. Motivating people to volunteer will always be an issue. As Secretary, I would again keep this topic on the table when involved in discussions.

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:

Sept., 2013, to the present: Chair - USMS Records and Tabulation Committee

Sept., 2011 to Sept., 2013: Member - USMS Records and Tabulation Committee, Ed Tsuzuki and Chris Stevenson, Chairs

Sept., 2008, to Sept., 2009: Vice Chair - USMS Communications Committee, Hugh Moore, Chair

Sept., 2006, to Sept., 2008: Member - USMS Communications Committee, Hugh Moore, Chair

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

May, 2010 to Jan., 2012: Member - End-To-End-Event-Management Task Force, Ed Tsuzuki, Chair

June, 2006, to 2008: As a Volunteer, I collected meet results from LMSCs, meet directors and Top 10 Recorders and then uploaded all meet results to the early version of the current Event Rankings database. Later, as the now current Top 10 Tools were under development, I performed early testing and uploads with the initial version of the Top 10 Tools developed by USMS in 2007-2008.

Please list any other information you would like included.

As a USMS member since 2002, I first began volunteering at the local level in meet operations, running Meet Manager at many, many meets to support John Bauman as meet director since he had to run the Colorado console. I attended my first USMS Nationals in August, 2004, at Cleveland State. I swim daily and Saturdays as a member of the Schroeder Aquatic Center Masters workout group of Wisconsin Masters Aquatic Club.

Education: BBA, 1968, University of Wisconsin, Madison, the undergraduate degree was a Bachelor of Business Administration in Quantitative Analysis, e.g. Statistics and Operations Research

Career: 37 years as a full time Information Systems professional, analyst, developer, project manager, during which I remained engaged in technology with projects implemented on the leading edge technology platforms.

1968-1970: IBM, systems engineer in the marketing branch office (2 years)

1971-1972: A.O. Smith, analyst, developer (2 years)

1973-2005: Miller Brewing Company (now MillerCoors), designer, analyst, developer and project manager, often simultaneously in different roles but on different projects. (32.75 years)

Family: Married, 3 adult children, 3 grandchildren. Two daughters are USMS members. One grandchild is a USA swimming member and 2 are in pre-competitive classes. My own three children were age-group swimmers and I began to direct events as a meet director for their age-group team in 1982. I started swimming for exercise in 1994 and swam my first Badger State Games meet as a recreational swimmer in 1995. Swimming has figured prominently in our lives and continues to do so.

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

The position of USMS Secretary requires an individual with extensive communication skills and multitasking capabilities. I am bringing to the position my 37 years of experience as an IT developer. Much of the non-technical part of my career was spent in meetings, discussing designs, taking notes, writing minutes to confirm understanding and then starting the process all over again with the next phase of a project or an entirely new project. I'm confident that I have the right mix of skills, education and work experience to perform on the executive level in the job function of USMS Secretary. Swimming has figured prominently in my life and I've been giving back to swimming as a volunteer since I retired from my IT career in 2005. Swimming is my favorite form of exercise. I tell others about the swimming "fountain of youth" every time I have the chance to speak on the topic.

From: Chris Colburn

Date: April 29, 2017

Subject: Combined Nomination and Recommendation for USMS Secretary Candidate, Jeanne Seidler, Wisconsin LMSC

To: The Elections Committee

I hereby nominate Jeanne Seidler for the office of USMS Secretary.

To that end, I am also writing to endorse and recommend Jeanne Seidler for the office of USMS Secretary. My long association with Jeanne as an active volunteer, meet director, and advocate for Masters Swimming leads me to believe Jeanne has the skills and experience necessary to faithfully execute the required duties. As an IT professional, Jeanne demonstrated her abilities to think logically, meet many deadlines, and provide detailed documentation to succeed in her profession. As the long-time meet director of the Wisconsin LMSC Championships meets, Jeanne has provided detailed communication that demonstrates both her writing skills and her ability to lead AND “do the work.” As Chair of the Records and Tabulations Committee, Jeanne’s attention to detail has helped many USMS volunteers, including me, to provide and update accurate results in the USMS Results Database, among her myriad of other duties and tasks. Jeanne’s organizational skills and strong relationships within USMS will help her to provide strategic input to the USMS Board of Directors and Executive Committee, as well as to improve the business processes of the role as it evolves.

Therefore, I feel that Jeanne Seidler will do an excellent job in the role of USMS Secretary.

Sincerely,

Chris Colburn
USMS Secretary
Head Coach, Academy Bullets Masters (IL)

From: Nina E Wagner

Date: April 28, 2017

Subject: Letter of Recommendation for USMS Secretary, Jeanne Seidler

To: The Elections Committee

It is my pleasure to recommend and endorse Jeanne Seidler as the candidate for USMS Secretary.

My association with Jeanne via USMS has been through the thirteen (13) short course and long course Wisconsin State Championship meets held at the Schroeder Aquatic Center in Brown Deer, Wisconsin, since 2010. During each of these meets, I've run the pool office, Meet Manager for scoring and performed the admin referee role. Jeanne's inspiration and training in this role for her USMS meets inspired me to begin USA certifications as an apprentice Stroke and Turn Judge and apprentice Administrative Referee this past year when my own children began age group swimming. I will complete these apprenticeships this swim season.

Jeanne began volunteering for USMS and the Wisconsin LMSC in 2006, after retiring from a several decades-long Information Technology career. As of 2017, Jeanne is truly the heart of her LMSC, volunteering as the sanctions chair, Top 10 Recorder and LMSC records administrator. In addition, she was the Wisconsin LMSC Chair from 2012 until this year when she passed the baton to a new Chair and became the Vice Chair of the LMSC. For USMS, Jeanne became a member of the Records and Tabulation Committee after the Communications Committee was disbanded, and she has been the Chair of the committee since 2014.

Throughout Jeanne's life and IT career, communication skills have been one of her major assets. She is an excellent communicator and negotiator; she is talented at keeping everyone informed of developments, achieving compromises, and overcoming obstacles. Jeanne approaches her volunteering duties with the same intensity that she approached her career. Jeanne definitely has the communication skills necessary to execute the functions of the USMS Secretary. If elected, she will clearly do what is expected and necessary to perform all the duties of USMS Secretary and succeed in that position.

I may also be in a unique position to recommend Jeanne. I am her daughter, and I have had the pleasure of swimming with her, serving underneath her as the Chair of the Wisconsin LMSC, and knowing her as a person instead of just as a parent.

Without reservation, I recommend and endorse Jeanne Seidler for the USMS Secretary position.

Truly yours,

Nina E Wagner

USA Official, apprentice Stroke and Turn Judge and apprentice Administrative Referee

Ralph Davis - Candidate for Treasurer



The Election Committee has deemed that Ralph Davis 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:

- 1999 September 15-19 San Diego, CA
- 2000 October 11-15 Kissimmee, FL
- 2001 November 15-18 Louisville, KY
- 2002 September 11-15 Dallas/Fort Worth
- 2003 September 10-14 San Diego, CA
- 2004 September 15-19 Orlando, FL
- 2006 September 13-17 Dearborn, MI
- 2007 September 26-30 Anaheim, CA
- 2008 September 24-28 Atlanta, GA
- 2009 September 16-20 Chicago, IL
- 2010 September 15-19 Dallas, TX
- 2011 September 14-18 Jacksonville, FL

2012 September 12-16 Greensboro, NC
2013 September 11-15 Anaheim, CA
2014 September 17-21 Jacksonville FL
2015 September 30 to Oct.4 Kansas City, MO
2016 September 21-25 Atlanta, GA
2015 September 30 to Oct.4 Kansas City, MO
2016 September 21-25 Atlanta, GA

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's*** position because of my love for Masters swimming and my desire to serve USMS in a capacity that I am professionally qualified.

I am a senior finance executive with over 35 years of experience in accounting and financial management. My scope of career experience ranges from working for a large multi-national corporation to company start-ups and business consulting. I have managed domestic and international financial operations coupled with developing local and worldwide strategies for their performance. I have served on Boards of Directors of various corporations, both domestic and international, combining diverse cultural and differing traditions to achieve corporate objectives. I believe that I can continue to provide a fresh and unique perspective to the Treasurer's position. My International Board experience should complement the responsibilities of the position's requirements. I'm confident I can continue to add value to USMS and look forward to the opportunity to serve as Treasurer for an additional two years.

I have served on the Finance Committee for 18 years and two years as the Chairman. I have been USMS Treasurer for 6 years, consequently, I am well versed with the financial and operations of USMS. I am currently a member of the Investment Committee and of the Audit Committee.

My current career status enables great flexibility to serve USMS. I have a passion to volunteer my time at this stage of my life and to give something back for all that I have obtained. I feel fortunate to have received a gift of life when I acquired my transplanted heart in February 2006.

Education qualifications:

Master of Business Administration, Western Michigan University, 1970

Bachelor of Business Administration, Western Michigan University, 1969

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?

1. Engage new volunteers and develop new leaders for USMS. We must determine how we are going to get new volunteers involved in the organization and develop them to become the future leadership. We need to develop a program specific to local LMSCs that encourages new members to attend the national convention and become more willingly involved in our organization. We may need to assist certain LMSCs with funding, but we need to have precise USMS programs that support getting new faces to our convention. If we avoid setting a proactive agenda to this issue, I believe it may become increasingly difficult to acquire adequate leadership for the future success of USMS.

2. Organization structure for the guidance of USMS. We embarked on a new era for USMS in 2009 hiring a new Executive Director, establishing its National Office in Sarasota, Florida and implementing a new 5 Year plan for the organization. We are in an excellent financial position as an organization after our first Five Year Plan. We grew membership from 48,310 to 59,063.

The Board has the Challenge of a new five year plan (2017-2022) for the organization. USMS has developed a great strategic plan in 2016. Now the Corporate Office with the support of the Board, needs to develop the operation tactics to lay the foundation to achieve our strategic plan that supports a goal of growing to 100,000 members. I look forward to the opportunity of helping support the Strategic Plan and the mission 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:

I have served on the Finance Committee since 2000. My committee chairs have been Doug Church, Jeff Moxie, Tom Boak, and currently Chair Jeanne Ensign. I was Vice-Chair under Tom Boak. I was the Chairman of the Finance Committee 2007 to 2009.

I have been a member of the Audit Committee since its formation in 2009. The first Chair was Jill Gellatly and second and current Chair is Elyce Dilworth.

I have been a member of the Investment Committee since its formation in 2009. Dave Burgio was the Chair from 2009 to September of 2013. I was Investment Committee Chair from September 2013 to September 2015. The Current Chair is Phil Dodson.

I served on the Executive Committee from 2009 to 2013 and from 2015 to 2017. The Chairs of the committee were Jeff Moxie, Nadine Day and Patty Miller.

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

I have enjoyed two careers; my first as finance executive of Federal-Mogul (23 years) with direct responsibility for all financial activities of diverse manufacturing businesses in the United States and 12 foreign countries generating \$600 million in sales. I possess extensive experience in managing global financial staffs, analyzing and monitoring individual unit performance, developing local and worldwide strategies, organizing joint venture/licensing agreements, managing foreign exchange exposure, directing treasury function at international locations and counseling the Group President as well as the location General Managers. I recruited and trained highly successful Directors of Finance for eight foreign subsidiaries.

My second career involves administering and operating a management and financial consulting company of which I have co-ownership. My financial consulting company served industry on domestic and international projects led and managed a number of successful business turnarounds and started up a high-tech pharmaceutical venture. Via my consulting company, I have managed and directed the operations of a software company with operations in India and the United States for 8 years from 2007 to 2015.

Please list any other information you would like included.

Age 70, excellent health, new heart, married 51 years, three daughters and five grandchildren.

Hobbies: competitive swimming, golf, and financial advising.

Treasurer, Michigan LMSC, 1997 to 2007

Vice-Chair, Michigan LMSC, 2007 to 2009

Chair, Michigan LMSC, 2009 to 2011

Chair, Michigan Masters Swimming Endowment Committee 2008 to Present

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

I am a senior finance executive with over 35 years of experience in accounting and financial management. My scope of career experience ranges from working for a large multinational corporation to start-ups and business consulting. I have managed both domestic and international financial operations. I have served on Boards of Directors of various corporations, both domestic and international, bringing diverse cultural and differing traditions together to achieve corporate goals.

I believe that I can continue to bring a fresh and unique perspective to USMS as ***Treasurer***. My International Board experience should complement the responsibilities of the ***Treasurer's*** position's requirements. I firmly believe I can continue to add value to USMS and look forward to the opportunity to serve as Treasurer for another term of 2 years.