

U.S. Masters Swimming — 2024 Meeting Minutes

Committee Name:	LMSC Development Committee	Session #:	9
Committee Chair:	Douglas Sayles	Vice Chair:	Ian King
Minutes Recorded by:	Douglas Sayles	Date/Time:	November 19, 2024, 8:00 p.m. ET

Motions Passed: None

Number of Voting Committee Members Present: 8	# Absent: 8	# Guests: 0
Committee Members Present: Linda Chapman, Nicole Christensen, Doug Garcia, Ian King, Ann Marshfield, Jacky Merianos, Tom Moore, Douglas Sayles. Absent: Sue Ehringer, Jason Ellis, Teresa Frias, Arlette Godges, Karen Harris, Jenny Hodges, Aaron Schneider, Jill Wright.		
Ex Officio Present: Bethany Burchill (Manager, Member & Club Services), Crystie McGrail (VP Local Operations).		
Absent: Jessica Reilly (Senior Director, Business Operations).		

Summary: The meeting covered the USMS board’s approval of the 2025 budget, insurance updates, and subcommittee updates on sanctions guidance, LMSC Standards rollout, volunteer communications, peer-to-peer networking, and the 2024 Volunteer Relay debrief. The committee discussed its performance, appreciated everyone’s contributions, and expressed a desire to move from planning to action to more tangibly impact the organization and its members.

1. Meeting called to order at 8:04 p.m. ET.
2. Chair & VPLO Updates:
 - a. Discussed the USMS board’s approval of the 2025 USMS and Grown-Up Swimming budgets, represented as “substantially similar to” the preliminary numbers presented to the House of Delegates in September, with some adjustments especially relating to higher than expected insurance costs.
 - b. USMS has higher coverage and lower insurance losses than its peer-group sports organizations, but insurance premiums have risen, potentially impacting events requiring high liability coverage. Event organizers running large events should check their insurance liability requirements and contact the national office if there are any issues.
 - c. Next year’s hybrid (remote and in-person options) annual meeting and in-person Volunteer Relay will take place in Kansas City, Missouri.
3. Subcommittee Reports:
 - a. Volunteer Education
 - i. Meet Management: The subcommittee has compiled existing meet guides to help create a clear and straightforward handbook for first-time meet directors. The status of this project is uncertain.
 - ii. Sanctions: Coordinating with the national office to finalize updates to the sanctions Guide-to-Operations document and reorganization of the USMS website’s sanctions webpage.
 - b. LMSC Standards
 - i. Q1 2025: Roll out to LMSC volunteers the above sanctions GTO update, the revised LMSC Standards and the new standards “roadmap” via multiple platforms including email, webinars, and peer-to-peer interactions.
 - ii. Q2 2025: Field the first LMSC Standards survey in four years to the boards of all 51 LMSCs.
 - c. Volunteer Communications
 - i. Focusing on increasing volunteers’ use of the USMS Community Forums and engagement in peer-to-peer initiatives to foster information sharing, networking, and a sense of community.
 - ii. Refining the peer-to-peer program and preparing for the P2P Zoom Happy Hour on Dec. 3, which will soft-launch the revamped P2P program and serve as the committee’s final, informal meeting of 2024. Discussed the happy hour structure and agenda.

- d. Volunteer Relay Planning (Tom)
 - i. Most Relay 2024 attendees deemed the conference successful and worthwhile. The committee debriefed what worked well and what could be improved and discussed the pros and cons of holding Relay and the NCC concurrently.
 - ii. The Relay 2025 theme is “Coach Support & Club Development.” The subcommittee is early in the planning process and beginning to brainstorm meeting format and session topic ideas.
4. New Business/Questions:
 - a. The group discussed the importance and value of the committee’s work, what initiatives and processes worked this year and what can be improved moving forward — e.g., being more outcomes-oriented next year with a goal of interacting more directly with LMSC volunteers to help set them up for success.
 - b. Discussed how to better engage all committee members and leverage their skills, potentially through clearer role definitions and project assignments.
 - c. Thank yous were exchanged for everyone’s work and goodwill this year.
5. Meeting adjourned at 9:02 p.m. ET.