

Chairs & Vice Chairs Peer-to-Peer Teleconference

Jan 23, 2014

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Present on the call: Paige Buehler, Lynn Morrison, Michael Moore, Jerry Clark, Dan Cox, Mark Moore, Mary Pohlmann, Susan DeMere (South Carolina), Jeff Strahota (Colony), Marty Hendricks (Florida Gold), Roberta Saint-Amour?(Metro), Sean Fitzgerald (GA), Tom Moore (Minnesota), Chris McGiffin, Chris Stevenson, Richard Garza (Florida Gold), Conner Bailey (Southeast), Donn Livoni (Montana).

Michael Moore opened the call by welcoming everyone and stated that the reason for the call was to exchange ideas, optimize solutions and support the mission statement of the LMSC Committee by having a series of peer-to-peer teleconferences.

Michael Moore: What do Chairs of LMSCs do? The template for the job description can be seen in the Guide to Operation which we hope has been read by the Chairs. What are some of the difficulties that have come up in the LMSCs?

Jerry Clark: How are new board members gotten? Marty Hendrick: We want to create a succession ladder. Chris McGiffin: We have a board member ask people to attend a board meeting to get familiar with what takes place and we take them to social events so the prospective board member can meet and talk with others – sort of sizing things up to see if there is compatibility. Lynn Morrison: I know most of the coaches in my area and ask them to be aware of potential board members. Tom Moore: No specific source as many of the coaches there also coach age group teams and aren't candidates. Mary Pohlmann: We get prospects from the registrar.

Paige Buehler: I am curious to know if any LMSCs use job descriptions to find someone to fill a position on the board.

Susan DeMere (South Carolina): We have just established new and enthusiastic group in which people have agreed to move up on a regular basis.

Michael Moore. Do you have ways to reward people for serving on your board, such as giving awards? Marty Hendricks: We've had trouble getting new people; we've have people who have been on our

board for 10 years. Lynn: We pay people. *Mark Moore*: We do too - the registrar, the Top 10 and Records person, the newsletter person, our Meet Coordinator and the meet host.

Jerry Clark: How many face-to-face board meetings do you have in a year? Mark Moore: We have six face-to-face meetings per year and the one in November is our annual meeting. We have 5 conference calls per year. Donn Livoni: We have conference calls and one face-to-face meeting each year. We try to have our meetings at meets, but the last one was in my house....is better than going to a restaurant. Male - didn't identify himself: We have three face-to-face meetings and so far this year, we've not had any conference calls.

Michael Moore: Do you give awards to volunteers? We give a board member an Annual Service award, which usually is a gift certificate to a sporting goods store. Mark Moore: We give an Appreciation award and a Dedication award. Other awards are (1) Eligibility for reimbursement of annual USMS/SPMS registration fee shall be based on attendance at 6 or more of the meetings in the 12 months prior to the annual meeting; and (2) This policy shall also be used to determine eligibility for reimbursement of registration fees for SPMS Championship meets as well as USMS Championship meets that took place during the preceding 12 months.

Unknown Male: We have an annual picnic and hand out a Volunteer award. Tom Moore: We give Ben & Jerry certificate to a volunteer. Mark Moore 2nd time: We don't pay committee people but we do pay people who come to all our board meetings – such as free entry into a meet. We have a core group of about 15-20 people.

Michael Moore: With regard to Standards, does anyone have something to discuss? How about the requirement about getting meet results turned in within two weeks after a meet? Mark Moore: We've recently had some trouble and now require that our Top 10 person put up a bond. Conner Bailey: We provide \$500 to a meet host if he/she meets all the standards. Jerry Clark: What if, for example, the pool measurements have not been turned in? I understand there is a check box in the upload form that, if unchecked, means that not all the requirements are yet to be accomplished. Is that correct? Chris Stevenson: reiterates the rule for measuring pools and explained the check / uncheck box on the form sent to USMS. The 'take home' message was that results do have to be turned in even if some items are incomplete (as indicated by not checking the box). There is a new rule that requires sanctions to state that the meet host shall measure the pool in accord with the rule book after each session of a meet.

Michael Moore: Michael opens up the call for questions and answers for any problems anyone wants to toss out. Jerry Clark: What do you pay delegates to go to conventions? Jeff Strahota: We pay \$500 per year by knocking down someone dues or reimbursing 50% of next year's dues. Michael Moore to Jeff: Does your LMSC charge \$100 per year to Clubs? Jeff: Yes. Michael: Pacific charges \$60 per year to Clubs, but if they pay before Nov 1st, they get a reimbursement.

Chris McGiffin: Does anyone's LMSC have goals that can be shared? Lynn: We try to put on interesting seminars (such as a dry land seminar), often coordinated with a pool workout. Anything interesting is combined with a workout. Mark Moore?: We try to put on eight pool meets, four open water events,

five – six clinics (some being non-competitive fitness workouts) and two postal events. Roberta? at Metro: Our only source of money is from registrations. Michael Moore: We have one meeting each year with a program and “name” speakers. Mary Pohlmann: We have about 300 members and collect \$10 from registrations. That is barely enough to pay for sending delegates to the conventions. Roberta ? from Metro: We send seven people to conventions and pay for everything. Mark Moore: We have 15 – 17 delegates and pay travel, one half of hotel room and per diem of \$35. Jerry Clark: We pay \$35 per diem for food, travel expense and one half of hotel. Michael Moore: We pay travel, one half hotel and \$100 for any other expenses. Three other Chairs said their LMSC pays travel cost and one half hotel cost and no per diem.

Forum. Chris McGiffin: Emphasize use of the forum for posting questions, suggestions, etc. Michael Moore: Go to LMSC Administration in the forum. Lynn: Recommends using the Guide to Operations frequently.

Michael Moore: Thank you and good night.

Meeting Adjourned 9:30pm