



LSC Development Committee Meeting Minutes

September 26, 2023

5pm PT/8pm ET on TEAMS.

1. Welcome!
 - a) Welcome to our guests Lynne and Cami
 - b) Bernie – Ellery has moved on to legal department. Bernardine Dickman has been hired to replace Ellery. Bernie provided a bit of her experience coaching in several LSCs and then working at ASCA in 2021. Happy to be here!
2. **Attendance: Shelly Rawding (Chair- 5:44PM), Lamar DeCasseres, Wade Heggie, Kim O’Shea, Paige Sikkema, Bob Staab, Mary Ellen Tynan, Kile Zeller, Ali Bragg (athlete), Cole Kincart (athlete), Annie Kramer (athlete), Mia Nagle (athlete), Jane Grosser (staff), Bernadine Dickman (staff). Bold indicates present.**
Guests: Lynne Shine (OH), Cami Stein (CA)
3. Minutes – August 29th minutes [here](#) – accepted as presented
4. Team building – today is Lumberjack Day. What is your favorite tree to sit under in the summer?
 - a) Kile – a big old oak tree
 - b) Mia – a palm tree though not native to Ohio
 - c) Wade – a Spanish moss
 - d) Bob – a pecan tree (pee-cah-n)
 - e) Lynne – an oak tree
 - f) Cami – a palm tree
 - g) Annie – a palm tree – even has a small tattoo
 - h) Kim – a willow tree
 - i) Cole – a spruce tree
 - j) Jane – a locust tree
 - k) Bernie – a pine tree–
5. Working Groups Updates
 - a) Workshops
 - i. Mighty Workshop in November (Kim) – We are ready to go – presenters lined up – great meeting last week to confirm sections and topics. Bernie is working on the Saturday night social event. All LSCs signed up but San Diego Imperial and Ozark. Working group

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consists of Kim, Mary Ellen, Annie, and Bob. Shelly and Jane have been sitting in the meetings and Bernie is helping with arrangements.

- ii. Women in Governance – Shelly not on the call yet. Jane reported it has started and is a 10 week program. About 46-47 attendees. Emails from last session indicate it has been helpful in their LSCs.

b) Working group assignment to develop resources for shared services

i. Dryside (Jane)

- a. New England and Maine – teams leaving Maine. Jane met with Jim Willis (Maine GC) and Jay Chambers will be working with them moving forward. They are in reset mode
- b. Gulf – no report
- c. N Texas and Wyoming– Cole working with athlete committees focusing on engagement. He will continue to move forward.
- d. Alaska – Jane talked with their General Chair (Bob). In session with LSCs without staff the LSCs reports it makes it hard to get volunteers because it is a lot of work. Interesting to hear them all together. Mary Ellen is working with Alaska to see if she can get them started. Is there a way several LSCs could share service at the same time.

ii. Meets and Events

- a. Swimposium 2.0 – Jane working with Wyoming and Montana to move forward. Off and rolling. The other pilot is AM, NJ and MA. May ask this committee to work with this. Adding coach certification part in addition to athlete clinic. Coaches can attend and leave with ADM certification. May also need help with 13 & over leadership course and then culminate with a meet on Sunday. Opportunity for parents to shadow officials. WY-MT will be first week of April.

iii. Merger Support

- a. Ohio – Lake Erie (Mia) – Mia said from athletes’ point of view been tough to coordinate because previous athletes have gone to college. Work in progress from the athlete side. She has been disconnected from the non-athlete and Board point of view. Jane reported that Nate Chessey is now covering Lake Erie and Ohio and had an initial meeting. The leadership of both LSCs seem to be on board but also recognize barriers such as paying officials. Message was that the athletes are very much in favor of this. Jane asked Mia to try to dig in a little bit more if possible. Each LSC may present initial ideas to fall HOD and see impressions and if forward move forward to spring HODs. Message is that we are not suggesting that they merge, we are here if they decide they want to. Annie offered to help with athlete leadership portion of the Swimposium. Bernie will connect with Annie. Maybe send out a survey to the athletes in both LSCs and send results to both boards.

- 6. USA Swimming HOD Update – Jane reported changes from HOD ([shared screen with summary that is shared on the USA-S website](#)) – any comments about the HOD? Bob reported people were upset they

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could not hear what was going on Thursday night. Audio was not working. Bob asked if it was recorded in house and could be posted. No issues were reported from the HOD itself. Shout-out to Herb Schwab. We will be working with all 59 LSCs to get integrated into their bylaws and submitted in 60 days. We will also be working on getting the affiliation agreements. Bob asked how LSCs should incorporate into the by-laws without an HOD. Since required, just incorporate and get approved by Herb and vote in later. Our legislation did pass regarding electronic LSC House of Delegate meetings. LSC have the option to hold meetings as they see fit. Lynne asked regarding length of time for the notice before a meeting. The LSC timeline stays in place.

Shelly joins the meeting at approx. 5:44PM PDT

Legislation R9 passed which meets steps can now be taken to move towards National Official Certification. Cami asked where LSCs should send questions. The way it has been approved there is confusion about the Deck Referee move to Referee. Jane notes there is a long way to go with this. Send comments to the Official's Committee. This curriculum will be made by officials for officials. Bernie reported this will be addressed in the standard that is put out. LSCs cannot add additional stipulations or rules above the standard USA Swimming rules.

7. New Business

- a) Shelly reported that at the Women's Governance Meeting it came out that job descriptions are missing in many LSCs. We must stress orientations, job descriptions and other training that helps people as they are coming on board.
- b) Jane noted we are replacing four of our non-athlete positions on our committee so if you know anyone who wants to be on our committee please apply. We do a needs assessment for diversity on our committee, but we do not have final say. Sometimes our choices are approved and others are not. First step is the application. Ellery asked if we want our athletes back and we said yes. We will be losing Ali.
- c) Kicked off General Chairs' program at ABM. At 48 out of 59 LSCs. Mitch Gold put together a terrific program that we can incorporate into future programs. Jane said it went really well. Bernie said both the prep work and the training itself helped her as a new person to the team. Everyone seems to appreciate the networking opportunity. Job descriptions and succession planning are in need.
- d) Shelly's tree is a dogwood tree.

Meeting Schedule - 4th Tuesday of the Month (with exceptions as noted)

October 24 - LSC Development Committee meeting on Teams 5pm Pacific/8pm Eastern

*November 28- LSC Development Committee meeting on Teams 5pm Pacific/8pm Eastern

No December meeting

January 13 or 20th – LSC Development Committee Orientation/Planning meeting

January 23rd – LSC Development Committee meeting on Teams 5pm Pacific/8pm Eastern

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