

*Our mission – Providing a network and resources to support the success of LSC leaders.*



**LSC Development Committee Meeting Minutes**

**April 27, 2021**

**5:30pm PDT/8:30pm EDT**

**Meeting Recording:**

**[https://usaswimming.zoom.us/rec/share/fb\\_5AQdyjDC73abO-k9VTSigC8gp9H8tMZ\\_yX6Guwyh3fsUIFWdmjUGhc63yQ5kG.vfkoyk70eZiYV9Pc](https://usaswimming.zoom.us/rec/share/fb_5AQdyjDC73abO-k9VTSigC8gp9H8tMZ_yX6Guwyh3fsUIFWdmjUGhc63yQ5kG.vfkoyk70eZiYV9Pc)**

**Access Passcode: v@KA#6aP**

1. Welcome! Shelly opened the meeting at the top of the hour by reading the mission statement.

Attendance: **Shelly Rawding (chair), Bob Crunstedt, Lamar DeCasseres, Wade Heggie, Kim O'Shea, Anika Ruehlicke (athlete), Katelyn Smith (athlete), Eric Stimson, Mary Ellen Tynan, Kile Zeller, Jess Cooper (Guest), Cherita Gentilucci (guest), Jane Grosser (Staff Liaison).** Bold indicates present.

2. Announcements and Kudos: Shelly welcomed the committee members and all the guests for this open session meeting.
3. Team building – Today is Marine Mammal Rescue Day – if you could rescue a marine mammal which one would you rescue?

Shelly: Sea Otters

Kile: Sea Manatee

Kim: Otters!

Bob: Dolphins

Eric: Fur Seal, something different

Lamar: Dolphin my children started on the Dolphins team

Wade: Sea Horse

Anika: Blue Whales, they are so cool

Katelyn: Sea Turtles

Mary Ellen: Polar Bears- they can swim 2 days straight without stopping

Jess: Harp Seal- because they are cute

Cherita: Manatees but I helped rescue a sea turtle too!

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Jane: Narwhal, hey buddy!

4. March 23 [minutes](#) were accepted as presented
  
5. Mighty quad focus (General Chairs Virtual Meeting Nov 6) General discussion was held regarding the best area of focus/greatest expressed need by LSCs for the current quad. Jane outlined the following areas of current focus and asked for input from the audience.
  1. Committee Activation & Performance at the LSC Level
    - Committee Structure/Function
    - Embedding DEI across committees
    - Leadership Communication/Engagement
    - **Guests: Please post in the chat what your LSC needs in order to have committees be more effective?** Many great suggestions were received through the chat- Thanks to all who posted, we will further consider these comments as we plan our November session. The chat is posted at the bottom of the document.
  
6. Shared Goals progress
  1. DEI – Lamar DeCasseres reported: 34 LSCs currently have the DEI position as a voting member of their BOD. Six additional LSCs have legislation pending at their spring HOD to add the position. Support is growing and Lamar asked anyone with questions to reach out. Wade Atkins thanked the committee for co-sponsoring this legislation and acknowledged that it takes a group effort among many to truly embed DEI throughout the LSC. Bobby Kelly commented that at their LSC HOD Meeting it was asked why the DEI Chair should have a vote? Bobby asked the committee for some guidelines on how to better answer that question. Lamar fielded this question that a good way to think about DEI is Why shouldn't they have a vote, it helps to balance the table and assure the DEI is equally represented.
  2. Shared Services – Bob Crunstedt reported: Introduced the outline of the Zone Workshop General Session of reaching out and reaching up to straighten the line of opportunities to members and raise the bar by joining together when necessary and appropriate to offer more to our members. Outcomes for the day include laying out a framework for partnerships and shared services that will inspire, communicate, identify, encourage and activate. Jane shared her excitement for the idea of partnerships and shared services. IE and SR are exploring this idea and are pursuing co-hosting Western Zones and a Swimposium
  
7. LSC Governance Series Support
  1. April 27 follow-up - Athlete/BOD Engagement – Annika, Katelyn discussion was held about how LSC Leaders can maximize athlete engagement in their LSC.
  2. May 1 Zone Workshop – LSC Partnerships & Shared Services will be this Saturday, May 1 from 2:30-4:00 pm ET. Register here for the general session:  
<https://fs22.formsite.com/usaswimming/ji0wpzgvae/index.html>
  3. May 25 – shared services follow up 3 pm PT/6 pm ET

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4. June 22 – Mental Health for Athletes - Katelyn, Annika
5. July 27 - Mental Health follow up – Katelyn, Annika
6. September 28 – TBD
7. October 26 – TBD
8. November 16 – TBD

Meeting Schedule - 4<sup>th</sup> Tuesday of the Month

April 27<sup>th</sup> – Zoom Call – 5:30pm PDT/8:30pm EDT

May 25<sup>th</sup> – Zoom Call – 5:30pm PDT/8:30pm EDT

June 22<sup>nd</sup> – Zoom Call – 5:30pm PDT/8:30pm EDT

July 27<sup>th</sup> – Zoom Call – 5:30pm PDT/8:30pm EDT

Chat:

From Ann Watanabe to Everyone: 05:31 PM

Love it! Not a google doc! Thank you

From Mary Ellen Tynan to Me: (Direct Message) 05:31 PM

You have to download the agenda that way. Just FYI

From Cindy Rowland to Me: (Direct Message) 05:34 PM

I love when the agenda is in Word so I can take notes right on the page! :-)

Thanks

From JONATHAN WATSON to Everyone: 05:38 PM

Each committee needs strong goals

From Ann Watanabe to Everyone: 05:38 PM

Committee purpose/descriptive statements

From Jeff Chu to Everyone: 05:38 PM

Term limits

From Jeanne Drzewiecki to Everyone: 05:39 PM

Wisconsin Swimming - get committees to be more focused.

From Stephanie Crofton to Everyone: 05:39 PM

committment

From Dani Richards to Everyone: 05:39 PM

Committees defined with SMART goals and a way to evaluate them on a regular basis

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From John Pepper to Everyone: 05:39 PM

Community growth and open-mindedness

From Ann Watanabe to Everyone: 05:39 PM

How to get committees to coordinate between each other

From Susan Mechler to Everyone: 05:39 PM

transparency

From Thomas Healey to Everyone: 05:39 PM

LSC job description for each committee

From Linda Eaton to Everyone: 05:39 PM

Good participation by all committee members - not just a few doing all the work.

From Mary Redmond SI to Everyone: 05:39 PM

Find enough people who are interested in serving

From Tracy Meece - MN to Everyone: 05:40 PM

Focused goals, goals/action items that are set and followed up on until tabled or completed.

From Susan Huckleby to Everyone: 05:40 PM

More volunteers

From Tim Husson to Everyone: 05:40 PM

Engaged members

From Michael Switalski to Everyone: 05:40 PM

Get committees to do more education to membership

From Jon Hayashida to Everyone: 05:41 PM

Need more volunteers

From J. Wade Atkins to Everyone: 05:41 PM

Having the committees define their annual goals with measurable objectives. This self defined set of goals may create a sense of passion for completing since they picked them.

From J. Wade Atkins to Me: (Direct Message) 05:50 PM

Hi Jane, My internet is fluctuating. I'm going to try to rejoin from my phone. Please let me back in :)

From Stephanie Crofton to Me: (Direct Message) 05:55 PM

do i need to sign up again for Fri / Sat meetings?

From Me to Everyone: 05:55 PM

LSC Services: Partnerships and Shared Services session will be Saturday, May 1 beginning at 2:30 pm ET

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From Me to Stephanie Crofton: (Direct Message) 06:03 PM

f you pre-registered through Zoom then you are good to go. Registering for the workshop on the USA Swimming website did not register you for the actual webinars. I sent that invite last Wednesday

I'm sending it out again tomorrow

From Tim Hinchey to Everyone: 06:08 PM

Thanks for letting me listen in tonight. Thanks to all for your dedication and service. Be well, Tim

From Ann Watanabe to Everyone: 06:09 PM

Thank you to all the LSC Development Committee Members!

From Jay Chambers to Everyone: 06:09 PM

Thanks for allowing me to be a fly on the wall

From Jeanne Drzewiecki to Everyone: 06:09 PM

thanks - see most of you this weekend!

From Cindy Rowland to Me: (Direct Message) 06:09 PM

<https://www.pacswim.org/members/zones/athletes/mental-health-resources>

From Erik Collins- PVS to Everyone: 06:09 PM

Thanks to everybody for putting this together!

From Ann Watanabe to Me: (Direct Message) 06:09 PM

Can I stay on to ask a question?

From Cindy Rowland to Me: (Direct Message) 06:09 PM

We have some athletes putting out mental health resources

From Tracy Meece - MN to Everyone: 06:09 PM

Thanks!