

Our mission - Providing LSCs with resources and services that support the development and achievement of athletes, coaches, clubs and volunteers



**LSC Development Committee
November 17, 2020
5:00pm PDT/8:00pm EDT**

1. Welcome/Attendance: Shelly Rawding (chair), **Bob Crunstedt, Wade Heggie, Kim O'Shea, Annika Ruehlicke, Jake Simmons, Eric Stimson, Kile Zeller, Jessica Cooper (LSC Governance Consultant), Cherita Gentilucci (LSC Governance Consultant), Jane Grosser (Staff)**. **Bold indicates present.**

Shelly was unable to attend the meeting due to travel, Jane opened the meeting at the top of the hour by reading the mission statement.

2. Approval of the agenda- The agenda was approved as presented.
3. October 27 [minutes](#)- The minutes were approved as presented
4. Sharing time – Get to know your committee members – Amid these COVID times – what is one thing you are thankful for?

Jane congratulated Annika on her appointment to the ARC Committee and Jake on his election as the new Admin vice chair for the AEC. The committee extended congratulations to both our athletes on their achievements.

Shelly: thankful for the wonderful athletes and the team she coaches for

Bob: Everyone in the family doing well ages 5- 91

Wade: Thankful for his family and that he will get to watch them swim in a few weeks

Kim: Thankful to be settled at home in Colorado, and to be decorated for Christmas!

Annika: Thankful for her little sister who has gone through a lot this year, and that she and her whole family are healthy

Jake: Thankful for his roommates making things easier during quarantine times

Eric: Being able to work from home all the time

Kile: Thankful for the committee and how supportive we are to him and each other

Jess: People in her life right now- Jane and Cherita professionally and personally, also Zack and Whitney, friends in Fort Collins who have helped with the move to Colorado, fire, wind, snow, etc.

Our mission - Providing LSCs with resources and services that support the development and achievement of athletes, coaches, clubs and volunteers

Cherita: Grateful for LSC Services team, swimming family, sand family, real family and grateful for opportunity to have her son living with her right now!

Jane: September 16th and Henry, her first grandson

5. Governance Series Debrief Nov 17 (Cherita)- There were 37 in attendance, Sally Taggart SDI- Bob Crunstedt MN, and Pam Lowenthal- IL presented their perspective on Crisis Management and lessons we have learned and are still learning. General discussion was held with those LSC Leaders in attendance. Conversation was great as many shared about how relationships with other LSCs have been developed and maintained and will continue to be useful to all LSCs even after COVID-19 is behind us. Kim noted that it is wonderful that we are able to access the many and varied talents of all the committee members as well as LSC leaders we have called upon to present during the Governance series. Bob pointed out that many LSCs are experiencing intellectual shared services as we all navigate current conditions, which is a good thing. This spurred a conversation about how we can pursue shared services for LSCs who are not experiencing the benefits of this idea. Eric raised a concern about Nonprofits being careful with how much they can officially lobby. Jess noted that the topic of crisis management was really timely with all the new closing and rollbacks happening across the country right now.
6. Mighty Mega Meeting Recap November 7th (Jane)-The Mighty Mega Virtual leadership workshop took place on November 7, 2020 included representatives from each Mighty LSC and was facilitated by Dr. Roberta Kraus along with USA Swimming staff and members of the LSC development Committee. Overall evaluations from the session averaged 4.5. Comments centered around the value of the small group breakout sessions to apply the material presented in the general sessions as well as understanding oneself as a leader and decision maker. Suggestions mostly centered around the length of the day on zoom with the acknowledgement that there really wasn't another way to conduct the session. Kim noted that one coach contacted her and said it was a really engaging session with all the interactions that were planned for the day.
7. New committee member appointments are still in progress- Jake noted as newly elected admin vice chair on AEC he will need to resign from the committee, and we will get a new athlete to replace Jake. The committee was sad to hear this but happy for Jake and his new position on the AEC.
8. DEI as voting board position
 1. We will partner with the AEC. The AEC has agreed to co-sponsor the DEI as a voting member of the LSC BOD legislation with our committee. It's still possible the DEI committee can hop on board as well. Jane will ask MJ if this is possible.
9. Workshop Subcommittee Update: Annika outlined the planned Governance Series for 2021, January will be LEAP, March will be Athlete mental health, May will be shared services (wet side and dry side)
 1. [Notes](#) from 11/5/20 meeting
 2. [Notes](#) from 11/10/20 meeting

Our mission - Providing LSCs with resources and services that support the development and achievement of athletes, coaches, clubs and volunteers

10. Committee Direction

1. LSC Development Committee 2021 Orientation/Planning Meeting for all members will be held on Sat Jan 23 10-Noon and 1-3 pm EST. Jane will send an invite to all committee members. We will schedule the second block of time and use if needed.
2. We briefly discussed the refocus of the committee sub committees as follows: Workshops – DEI – LSC Shared Services- this will be flushed out during our Orientation meeting on January 23rd
3. Upcoming Quad Focus “A Nod to the Next Quad” – General Chairs 2021 (orientation, running meetings, parliamentarian) – athlete focus? Club business support?
<https://www.usaswimming.org/docs/default-source/governance/leap/lsc-development-committee-general-chairs-handbook.pdf>

11. LEAP (Jane) The new program is in process with 4 test run LSCs, which are due to complete by December 15. Kile expressed his thanks for his involvement in the process and Wade shared that the time flew by creating this new program and how it transformed over the 2-year process into something meaningful for LSCs. Jake added it was great to be a part of the process remembering the start in San Antonio when a “walk and talk” session along the Riverwalk seeded the idea of creating a whole new program versus updating the existing one. Jane noted the schedule for submission has been released to LSC leaders and the program will be updated on the USA Swimming website around December 15th. The first two rounds of submission will likely be through the Qualtrics platform until the LEARN platform is functional for LEAP.

Meeting was adjourned at :54 past the hour.

MEETING SCHEDULE:

December 15, 2020 – Zoom Call – 5pm PST/8pm EST