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

LSC Development Committee Meeting Minutes
November 16, 2021
5:30pm PDT/8:30pm EDT

1. Welcome! Kim opened the meeting at the 5:35PM by reading the mission statement.
   Attendance: Shelly Rawding (Chair), Kim O’Shea, Kile Zeller, Mary Ellen Tynan, Eric Stimson, Lamar DeCasseres, Annika Ruelicke (athlete), Katelyn Smith (athlete), Wade Heggie, Jane Grosser (staff). Bold indicates present.
   Guests: Bob Staab (OK), Tim Husson (PV), Jeff Chu (MR)

2. Announcements –
   a) No December meeting – Happy Holidays!

3. Team building — Today is National Fast Food Day. What is your favorite?
   Jane: In N Out Burger
   Bob: In N Out Burger
   Katelyn: Chick-fil-A
   Tim: Chick-fil-A – Spicy Chicken Sandwich
   Eric: Chipotle
   Lamar: Chipotle
   Wade: What A-burger or Panda Express
   Shelly (reported by Jane): street tacos
   Jeff: Anything Chinese
   Kim: In N Out Burger


5. Shared Goals Review – what’s next - Jane?
   a. Shared Services Framework – Meets, Events, Administrative - nothing really happened when left on its own so this led to Governance Series in May. Mary Ellen and Kim helped with Administrative. SR and IE working together for Swimposium — Jane working with them. Cherita was contact for getting facilities open in the east and will continue to help foster relationships. Kile is contact for events and meets and is working with Mississippi and Louisiana to do something similar to Carolina Cup Meet. Pam Lowenthal is working on Open water. Should have more guidance from the Board in January.
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b. December 15 – National Committee Chairs Orientation Meeting – one of the charges of the Board is involving the National Committees into the goals of USA Swimming. How can they contribute? Jane is putting together an outline, but if anyone else wants to work on it, she would love people to bounce ideas off of. Reach out to Jane if interested.

6. General Chairs Virtual Workshop Review (held on October 30th) - Eric:

- Eric thought it was great. Spent time finalizing videos.
- Don’t have much feedback information yet. Jane is working on loading the videos and she will send out with evaluation too. Initial feedback was very good. Thirteen responded and all but one were a four or a five. Put on January meeting agenda.

7. LSC Governance Series

a. November 16 - Today’s Governance Series follow-up showed the need for Governance discussion. Conversations were great. Tim reported that the Oct 30th workshop was great, but the DEI portion was least helpful to him. Eric noted there was a lot of really good stuff, but highlighted what we already knew so he is not sure what the take home was from the DEI portion. Jane senses that LSCs are getting beyond just checking the box (i.e. getting a DEI Chair on the Board) and now there is a deeper desire to move forward and make change. Leland has an overall plan to move the needle and help all members understand DEI. Maybe it didn’t fit into a package with our other items. How do we help and foster in the Board relationship programming and understanding? Hopefully we can move in the right direction. DEI Chairs are targeted to come to workshop in April. Leland is the right person to lead us through this.

b. January 25 – DEI Chairs and General Chairs? Eric noted things worked well today as people were prepared and excited to work on Governance. If we wait from January to April is that too long. Wade asked if we have a sense of when most LSC Boards turn over. Denise collected this data – election dates, positions, terms and changeover date. This was just collected and will be a valuable tool. Maybe Board orientation by Zone as a possibility. There are tools out there (Board Source), but missing the swimming side of things

8. January LSC Development Committee Planning Retreat

a. January 22nd – save the date! 9AM-3PM Pacific, 12PM-6PM Eastern. This will be the first meeting of our new committee.

b. Committee orientation for new people joining the committee, revisit our goals and working groups, how do we connect our LSCs with the goals of USA Swimming? How can we partner with other committees to achieve those goals? Is that through the Governance Series? How do we help embed DEI though out the LSCs? Mighty 2500 November 4-6, 2022 in Colorado Springs. Jane and Shelly have done a great job with this committee with people of different strengths. December 15th is when we
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should be notified about who will be assigned to or committee. We have one opening officially.

9. USA Swimming Workshop Agenda April 21-24, 2022 – Denver Marriot Tech Center – IN PERSON
   
   a) Onboarding for the LSC Board. Jane has really great news – we are schedule the keynote speaker to be Jon Mann – expert in experiential learning. He is also help run our LSC Section. He is fantastic. What do want in terms of onboarding? We will be putting in some time to direct him and relieves the burden on us and gives us stuff to build on.

   b) Working with DEI including the DEI/General Chair Relationship – expand what we did at General Chairs Workshop.

   c) Our Committee should be meeting in person. USA Swimming will not be sending people but hopefully LSC will send members.

Meeting Schedule - 4th Tuesday of the Month

November 16th – Zoom Call – 5:30pm PDT/8:30pm EDT
No December meeting
January 22nd – retreat - 9AM-3PM Pacific, 12PM-6PM Eastern
January 25th – meeting - Zoom Call – 5:30pm PDT/8:30pm EDT
February 22nd – meeting - Zoom Call – 5:30pm PDT/8:30pm EDT

Jane – last meeting – huge thanks to Katelyn who is stepping away. Big shoes to fill. She will be hard to replace!

Eric – need to meet about cleaning up Teams. Eric and Jane will meet.