

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



**LSC Development Committee Meeting Minutes  
May 25, 2021  
5:30pm PDT/8:30pm EDT**

1. Welcome! Shelly opened the meeting at the bottom of the hour by reading the mission statement. **Attendance: Shelly Rawding (Chair), Bob Crunstedt, Kim O’Shea, Kile Zeller, Mary Ellen Tynan, Eric Stimson, Lamar DeCasseres, Annika Ruelicke (athlete), Katelyn Smith (athlete), Wade Heggie, Jane Grosser (staff). Guests: Jess Cooper, Cherita Gentilucci. Bold indicates present**

2. Announcements and Kudos – Kudos to Lamar for receiving Metro's 2021 USA Swimming Outstanding Service Award! The agenda was approved as presented.

3. Team building – Today is National Brown Bag It Day... What is your favorite sandwich?

Shelly: PBJ

Bob: All sandwiches! Day after Thanksgiving- hot turkey is a favorite.

Kim: . Corned beef on and egg bun from Shapiro’s deli in Indy

Kile: Cannot choose between BB special, with hot cherry peppers, and Homer Simpson’s fictional sandwich

Mary Ellen: roast beef pickles, yellow mustard on rice cakes

Eric: Peanut butter and Nutella

Lamar: The Blazing saddles- buffalo chicken, the godfather- grilled chicken with Russian dressing

Annika: anything with hummus in it, veggies and greens

Katelyn: breakfast sandwiches- Bruegger’s- western sandwich- yum after practice

Wade: BBQ with a lot of sauce

Jess: The Business sandwich, with fig jam!

Cherita: Sourdough bread fig jam, Brie cheese granny smith sandwich, panni press...to die for

Jane: BLT- had one for lunch today!

4. April 27 [minutes](#) were approved as presented

5. The suggestions from the attendees at our last meeting regarding committees was discussed under the following categories:

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- **Goals & Purpose** - Each committee needs strong goals, Committee purpose/descriptive statements, Committees defined with SMART goals and a way to evaluate them on a regular basis, Focused Goals – Have 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.
- **Volunteers** - Commitment, Community growth and open mindedness , Good participation by all committee members, not just a few doing all the work, Find enough people interested in serving, More volunteers – Engaged members, Need more volunteers
- **Function** - Term limits, Get committees more focused , How to get committees to coordinate with each other, Transparency, LSC Job Description for each committee, Goals/Action items that are followed up on until tabled or completed , Get committees to do more education to membership
- **Committee ideas on how to assist committees** – committee structure/function; Embedding DEI across committees; Leadership Communication/Engagement.

Overall, the committee felt that functioning committees really need good direction and focus from the BOD based on the strategic plan of the LSC. Committee members want to do a good job but without guidance and focus they get burned out trying to do too much or do things that are not productive to the greater cause.

6. General Chairs Virtual Meeting Nov 6 was discussed. Much discussion was held regarding how to approach the GC leadership of the BOD. Eric has agreed to lead the subcommittee that will focus on development of the workshop. It was decided that the DEI group would work well for this purpose and added Cherita, Wade, and Katelyn to the group. They will report on their progress at the next meeting. The following should be considered as the group moves forward:
  - a) August 1<sup>st</sup> PR roll out date
    - Schedule, timeline, topics, invitees General Chairs, keynote speaker
  - b) Keynote speaker ideas for this (Leland? Other subject matter experts? Ashanee, others??)
  - c) Committee Activation & Performance at the LSC Level
    - how to launch this topic for the next 3 years?
    - Include Supporting new DEI Chair board member – online workshop so can bring in additional BOD members during the workshop for certain sections
    - How to Identify, Recruit, Onboard, & Network DEI into committees – (IRON? Better acronym?)
    - Other topics to include for Nov 6
  - d) Ways for LSCs to mentor and connect before Sept, during November and after Zone Workshop in April – groups of 2,3,4?
7. The Expanded Zone Workshop was discussed. The following will be considered in the planning moving forward.

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- a) Format last weekend in April 2022 in person & virtual event (hybrid)
- b) From LSC Side, what is important...as time did not permit discussion on this topic, committee has been asked to respond individually regarding feedback to consider moving forward.

#### 8. Shared Goals Review

- a) DEI – Lamar reported 39 LSCs have officially placed the DEI chair with a vote on their BOD, 2 additional LSCs are in process and 18 still do not have the position as a voting member of the BOD.
- b) Shared Services – Bob recapped the Shared Services session earlier in the day. It went very well and hopefully has planted some seeds about possibilities that will germinate in the coming months.
- c) November General Chairs Workshop – The DEI/GC workshop group will report back at the next meeting.

#### 9. LSC Governance Series Support

- a) June 22 – Mental Health for Athletes - Katelyn, Annika- It was agreed that we should collaborate presentation materials with the AEC mentorship presentation geared toward athletes and adapt for the LSC leader perspective. Eric and Kim will work with Annika and Katelyn to gather existing resources that are being used currently by LSCs. The committee didn't feel the need to develop any new material for this session.
- b) July 27 - Mental Health follow up – Katelyn, Annika- see above
- c) August 24 – TBD further session topics were tabled until the next meeting
- d) September 28 – TBD
- e) October 26 – TBD
- f) November 16 – TBD

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

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

August 24<sup>th</sup>- Zoom Call- 5:30pm PDT/8:30pm EDT

#### Governance Series

June 22<sup>nd</sup> 3pm PDT/6pm EDT – Mental Health for Athletes (Katelyn, Annika)

July 27<sup>th</sup> – 3pm PDT/6pm EDT – Mental Health for Athletes follow up (Katelyn, Annika)