

Our mission – To support LSCs through shared communication of available resources.



LSC Development Committee Meeting Minutes

January 25, 2022

5:00pm PDT/8:00pm EDT

1. Welcome! Shelly opened the meeting at the 5:04PM by reading the mission statement. **Attendance: Shelly Rawding (Chair), Kim O'Shea, Kile Zeller** (arrived around 5:25), **Mary Ellen Tynan, Lamar DeCasseres, Wade Heggie**, Bob Staab, **Paige Sikkema, Cole Kincart (athlete), Jacks Mitchell (athlete)**(arrived at very end), **Ali Bragg (athlete)**, Carson Dailey (athlete) **Jane Grosser (staff). Ellery Parish (staff). Bold indicates present.**
2. Announcements –
 - a) Just a reminder from Jane regarding the confidentiality of this committee. What we say here stays in our committee meetings until published.
3. Team building – Today is National Plan for Vacation Day! What do you have planned for your next vacation?

Bob (reported by Jane): Had vacation planned. Is at Disney World now with grandson.
Cole: Planning for spring break – New York or California
Ali: After graduation going to Hawaii to visit uncle. Then later in summer going to Philadelphia to visit new teammates on the Drexel team.
Lamar: No plans yet. Need to renew Global Traveler
Wade: No plans yet. May tack on a few days to daughter's open water swim.
Paige: Been trying to take an Alaskan cruise since 2020 so tentatively planned for June
Kim: No plans yet but always enjoys Disney World
Mary Ellen: Headed to Jackson Hole with high school friends at end of February
Ellery: Planning to go to Spain to visit best friend from college who lives there
Jane: Leaving for Mexico on Friday with three college roommates. Then headed to Poland to the wedding of one of their kids via Prague and Vienna
Shelly: Pittsburgh to visit granddaughter and later rafting the Green River.
4. November 16th Minutes – adopted with no corrections.
5. General Chairs Workshop Review - Kim
 - Partnered General Chairs with DEI and Governance Chairs to align them as partners.
 - DEI messaging across all aspects of the Board
 - Teamwork with Governance to get things done. We need to keep this on our radar. Jane noted this is a great area of focus. Great ideas and some LSC reported their governance Committees are working well.

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6. January LSC Development Committee Planning Retreat Recap - Jane:
 - We learned we have good liars on our committee from the truth and lie game.
 - Mission Statement review. After great discussion “To support LSCs through shared communication of available resources.”
 - Ends document 1.2d – to provide LSCs the resources they need. Perfect match to new mission statement.
 - Working Groups – LEAP, Shared Services, Workshops, DEI. Leland has been very methodical in his strategic plan for DEI and we will play a huge role with our involvement and connections. Lamar has been appointed our DEI Liaison (he will talk to Jane to confirm and clarify role), but it sounds parallel to what he has already be doing in METRO.
7. Shared Goals/DEI/LEAP Working Group Review – what’s next? Incorporating ideas from Saturday. – Times were announced for the working group meetings: (1) Workshops – third Tuesday of the month at 11AM Pacific Time. Lamar is to let us know if he wants to be part of another working group (2) Shared Services – second Tuesday of the month at 7PM Eastern Time (3) LEAP – second Wednesday of the month at 11AM Central Time or 6PM if Carson can’t make 11AM.
 - a. Shared Services Framework Review: Meets, Events, Administration: all about sharing resources. Connecting athletes from LSCs with well-functioning athlete engagement with those LSCs who are struggling.
 - b. LEAP – Jane met with Patrick Murphy about transferring LEAP to SWIMS 3.0. Patrick was glad to hear that won’t be needed to be integrated until next year but the stuff needs to get to Patrick by September for him to integrate.
 - c. Workshops – Need to start talking about November Mighty 2500
8. LSC Governance Series postponed until further notice – might be an opportunity for DEI.

Kile joined the meeting
9. USA Swimming Workshop Agenda April 21-24, 2022. Denver Marriott Tech Center. IN PERSON. Full Workshop agenda [link](#). Will your LSC financially support you to attend this workshop? Everyone’s LSC has confirmed support so far. Waiting on Cole, Kile and Carson. Lamar will be unable to attend due to a work commitment. Jane said they are looking at budgeting.

Shelly asked if our help is needed at this workshop. Jane said not right now but Leland may need our support. We might be able to help at registrations, but some may have other responsibilities as representatives of their LSCs too. This could provide us with opportunities to talk about shared services and maybe we can pair up athletes from different LSCs. We are in a really good place to make a difference. Shelly suggested we set up a table. Wade reminded everyone when there was a Safe Sport booth at Convention. Could we do something similar and create a QR code for people to scan for more info. Jane suggested we do a short overview at each of the Zone meetings. Divide and conquer.

 - a. Friday 8:30-10am BOD Effectiveness facilitated by Jon Mann

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- b. Friday 10:30-noon DEI/LSC Leadership – DEI 101 the who what how helping boards and communities understand Diversity, Equity and Inclusion – Leland Brown
- c. Friday 1:30 – 3:00pm options for targeted learning
- d. Friday 3:30-4:30pm Impactful athlete governance by the AEC
- e. Saturday morning Legislative review sessions
- f. Saturday afternoon are National Committee meetings – LSC Development Committee is scheduled 1:30-3pm.
- g. Sunday Individual Zone meetings 8:30-1AM then combined meeting/wrap up.

10. Workshop - Jane asked if we needed to discuss the Mighty 2500 for the next ten minutes. Topics we might address with them. Mary Ellen suggested we look at LEAP feedback from those LSCs. Jane said general areas are DEI, Governance, Open Water, Board Orientation, requests for templates for orientation and manuals, Job Descriptions, activating committees.

Kile would like to survey these LSCs and see what they might want as their shared services “dream”. Do we want athletes at the workshop? There is only room for two total from each LSC.

Wade would like to send the survey to several people within the LSC and compare their responses.

Jane gets good response when she sends a google form. Maybe send to four different people within the LSC. Kile noted the Mighty 2500 LSCs have a kinship and are proud of their might for their size.

Jacks joined the meeting.

Shelly asked that Shared Services and LEAP send out the link to the recurring meetings so anyone who wants can join. Ellery has already sent it out for Workshops.

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

- January 25th- LSC Development Committee Meeting on Zoom 5pm Pacific/8pm Eastern
- February 22nd- LSC Development Committee Meeting on Zoom 5pm Pacific/8pm Eastern
- March 22nd – LSC Development Committee Meeting on Zoom 5pm Pacific/8pm Eastern
- April 23rd – In person in Denver at USA Swimming Workshops on Saturday afternoon 1:30-3pm

Join Zoom Meeting

<https://usaswimming.zoom.us/j/91930942591?pwd=UmlxNStxSW5kWGhNdkVlWWtYbGVJdz09>

Meeting ID: 919 3094 2591

Passcode: 563105