

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



LSC Development Committee Meeting Minutes

February 22, 2022

5:00pm PDT/8:00pm EDT

1. Welcome! Shelly opened the meeting at the 5:12PM PST by reading the mission statement.
Attendance: Shelly Rawding (Chair), Kim O'Shea, Kile Zeller, Mary Ellen Tynan, Lamar DeCasseres, Wade Heggie, Bob Staab, Paige Sikkema, Cole Kincart (athlete), Jacks Mitchell (athlete), Ali Bragg (athlete), Carson Dailey (athlete) Jane Grosser (staff), Ellery Parish (staff). Bold indicates present.
2. Announcements – review team services structure – Ellery reported that the old Team Services Department (referred to by several different names in the past) had 18 members. During COVID, the department dwindled to four members. With the restructure, Brendan Hansen is the Director with eight people under him (2 in each Zone). Each person will be assigned specific LSCs to work with. The pairs will make use of each other's strengths and work as a unit. Eastern Zone is Nate Chessey and a new hire (Kaitlin Pawlowicz is moving to another area). Central Zone is Jay Chambers and Ellery, Southern Zone is Terry Jones and Dana Skelton, Western Zone is Jane and a new hire. They are to be a resource. Jane noted that one of the best things about Team Services now is they can focus on linking teams to the LSC which will hopefully get more people engaged at the LSC level.
3. Team building – tabled until later
4. January 25th Minutes – tabled – no quorum
5. Age Group Development Committee Round Table
 - Bob, Wade and Kile to participate in Feb 24th meeting at 12 noon EST
 - Wade hasn't heard anything new recently.
6. Working Group Updates
 - a. Shared Services – Mary Ellen reported that she and Cole met two weeks ago and will be meeting with North Texas (Barbara Roselli and an athlete) on Thursday, February 24th. Focus will be on how to get more athletes in NT engaged. Will brainstorm. Kile put a draft of a survey together to send to BOD members in LSCS to see what they would want from shared services. Mary Ellen forwarded to Paige for her input. Ellery talked to Bob from Ozark and he is interested in shared services such as a swimposium. Jane suggested Ellery reach out to Arkansas and see if they might be interested in working with Ozark and if it's a go, then Mary Ellen will reach out to help drive forward.
 - b. DEI – Lamar hasn't been able to connect with Leland. He will try to reach out. They will discuss how DEI 101 can be used at the local level. Jane noted the April workshop has a

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whole DEI track. Mary Ellen shared about her #Swimclusion beanies as hot heat prizes for champs to raise awareness.

- c. LEAP – Jane reported that LEAP had an initial meeting to lay the groundwork. Three groups were formed to address Governance, Programming and Communication. Feedback was that areas were redundant. Mary Ellen forwarded Maine’s new Social Media Policy. The three groups are: Mary Ellen and Shelly – governance, Bob and Jane – programming, Wade and Carson – communications
 - d. Workshops – Ellery reported the working group met last week to discuss the Mighty 2500 in November. Kim will work on content and outline while Ellery will handle more logistics (housing, etc.). Two goals that should be able to translate across the Mighty, Mega and Mid are: Board recruitment and turnover and opportunities for swimmers (Senior swimmers in the case of the Mightys). The conversations may be different between the different sized LSCs, but the topics the same. Jon Mann is the key note speaker. The current plan is to allow the LSCs more choice in who they want to send given the topics, even athletes. Kim asked if Jon will be Friday night or Saturday. Jane will ask him but probably Saturday. Bed space and other items still up in the air, but moving forward. We need to announce details at the April Workshop.
7. USA Swimming Workshop Agenda April 21-24, 2022. Denver Marriott Tech center. IN PERSON. [Full agenda](#) – Jane reported that most of the committee can make it. Just need to finalize with Carson if his LSC is paying for him.
- a. Friday 8:30-10am BOD Effectiveness facilitated by Jon Mann
 - 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.
- We will have an in person committee meeting. There are 239 registrants so far. Very exciting. Some LSCs are not attending, but Jane believes Maine has 9! Mary Ellen will confirm. The legislation review and comment period will be anything that has been brought forward by this time. Jane said it might be a light agenda. Wade asked about proof of vaccination and masks. Jane will ask about COVID protocols.
8. Team Building revisited – Today is National Recreation and sports Day! Of course everyone’s number 1 sport is swimming, but what is the next favorite sport you enjoy participating in?
- Paige - Shelly asked Paige since she would not be here and Paige likes water polo and bowling. Both Shelly and Paige’s parents met at bowling alleys. Jane used to bowl a 180. Shelly noted that in Australia, ten pin still has teenagers setting up the pins. Jane’s husband scored a 300 at a ten

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pin place in Wisconsin,

Ellery – not super competitive or athletic. Likes to watch volleyball. At convention once, Ellery was beaten in bowling by a blind Paralympian.

Mary Ellen – hiking

Kim – volleyball and target shooting (especially bowling pin shoots)

Jane – downhill skiing followed closely by cross country. Would love to do biathlon.

Lamar – running and walking – being outside and not at a swimming pool

Wade – skiing or watching his kids compete. The college team lets his son hang with them and shag balls and such.

Shelly – hiking and corn hole. Jane watched a corn hole champs on TV. Should add it to the Annual Business Meeting as a fundraiser. Jane said there will be a garage sale at the Workshop by the Foundation. Wade will be bringing fudge!

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

- 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

<https://usaswimming.zoom.us/j/98586947527?pwd=WHNON204bjY4S0xYZEdZTXdVc2dlUT09>

Meeting ID: 985 8694 7527

Passcode: 045058