

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



LSC Development Committee Meeting Minutes

March 22, 2022

5:00pm PDT/8:00pm EDT

1. Welcome! Shelly opened the meeting 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)(arrived ~8:40PM), Ali Bragg (athlete), Carson Dailey (athlete) Jane Grosser (staff), Ellery Parish (staff). Bold indicates present.**
2. Announcements – Just a reminder that our committee will be meeting in person in Denver. Bring your laptop!
3. Team building – today is National Goof-Off Day! What do you like to do to 'goof off'?
Jane – so many things – paddleboard, ski, cross country ski, but greatest is kicking around the house cooking stuff and watching a movie
Wade – when at work going to athletic events
Paige – when warm enough lay out and read by pool otherwise computer games.
Kim – taking a drive into the countryside looking at scenery or watching cartoons and coloring with crayons
Bob – golf or barbecuing
Cole – going to concerts
Lamar – binge watch a whole season of a show. Ozarks one of the best.
Kile – go to concerts
Shelly – New York Times Spelling Bee, Wordle
4. [January 25th Minutes](#) – one correction. #10 on workshop – Mighty “2500” not “200”
[February 22nd Minutes](#)
Minutes approved with January as amended.
5. Age Group Development Committee Round Table
 - Jane, Wade and Kile participated in Feb 24th meeting
 - Wade reported the meets are to be like summer league. 25s, 50s, 100 free and 100 IM and less than two hours. Wade asked if the committee would consider Junior Officials like in soccer - maybe starting at age 13 or so because these meets still require a lot of officials for a meet like this.
 - Kile thought it was really interesting and a way to grow numbers from the grass roots up. Really meant for entry-level swimmers.

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- Bob thinks it is a great idea and Jane agrees. We are down in our 12 & under numbers and we do need to address the officials' issue. Wade notes if this meet could be between sessions of a bigger meet, then older swimmers could come to this middle session and help officiate.
- Jane would like us to reach back out to the Age Group Committee. They have put it out there, but Jane feels it needs to be showcased by LSCs who are doing it. LSCs are already doing it but not calling it a "developmental meet". Jane would like to know their "PR Plan". Will need to be proactive. Jane reached out the Dana Skelton who is on the Age Group Committee. Jane said to reach out to David. Wade will reach out.
- Lamar asked for clarification on the rule. Rule 205.11 – Development Competition program. Lamar noted that approved meets can service the same purpose.

6. Working Group Updates

- Shared Services – Shelly shared screen with [Mary Ellen's draft copy](#) of the working group's survey. Final draft date of April 14th. Cole reported survey should be short and concise. Provide QR code to people at workshop. He and Ali have one designated for athletes too. Bob asked to whom it would be sent. Cole said athlete one would be sent to any athlete. LSC one would be sent to LSC Board members. Cole said we want to make sure people know what Shared Services is before answering the survey. Kim said to be sure to copy office admin or staff on the survey. Shelly asked if it is necessary to ask what position people held in the LSC. Bob asked why meets would be a shared service. Kim noted enhanced meet for smaller LSCs. Bob said examples could be clarified (i.e. all-star meets). Cole noted we are trying to see who is already doing shared services without even realizing it. Jane said to send out after the workshop, but QR code available during the workshop and working the athlete side of it that would be a great place to start. Second QR code available too for athletes. Shelly agreed with Bob that having a list of examples would be helpful for people completing the survey. Be sure to ask which LSC they are from. That is very important. To finalize at next Working Group Meeting. Jane to make Cole editor on the forms. Wade asked if there is a way we could do a drawing for swag for those who answer this survey. Jane thinks great idea and will look into it.
- DEI – Lamar heard from Wade Atkins. Having their first meeting to set the tone. Reminder they are now merged with Disability.
- LEAP – [Revision Draft](#) - Bob reported that they took the items and re-arranged a lot. Took out National Meet Viewing opportunities. Updated to nine grouped categories and will continue to hone. This will be integrated within the new SWIMS 3.0. Need to provide to Patrick by September 1 with a kick-off of January. Document will be in TEAMS.

Jacks arrived. Shelly asked what he likes to do to goof-off, Jacks is a fan of driving around doing nothing and listening to music. Also big concert guy.

- Workshops – Kim noted they are finalizing the outline. Next meeting will be a week early on April 12th at noon. Moved it up one week to give time before April Workshop. This is meeting for November Mighty 2500. Friday night topic will be Communication. Saturday morning will be recruiting and the board building cycle. Then Jon Mann will come in and speak. Will fine tune after April Workshop. Afternoon will be succession planning, senior swimming and American Development Model. Social activity for the evening will depend on the make-up of attendees

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and how many athletes attend to represent their LSC. Jane reported she was able to meet with Jon Mann. After the keynote he will introduce some networking ideas and Saturday will be focused on how to regroup after COVID and what to work on with your LSC Board and how to make movement. Reflection on and identifying issues and a strategy to tackle these issues. Pre-work will be done to help focus on Mighty 2500.

7. USA Swimming Workshop Agenda April 21-24, 2022. Denver Marriott Tech center. IN PERSON. [Full agenda](#) – Shelly would like to do lunch or dinner on Friday for our committee. Paige said lunch might be better. It is a buffet lunch so we can huddle together at a table.
 - In order for Jon Mann to understand the struggles that LSCs face before he gets to the Workshop, he would like to send out a survey LSCs beforehand about 10 problem/issue areas that they struggle with (i.e. membership, financial, competition). Brainstorm ideas:
 - Kim – reactivating BOD and committee engagement.
 - Kim – how to accommodate hybrid action especially in relation to HOD meetings
 - Wade – athlete communication - athletes do not even realize the LSCs have websites. We put all this information out there, but athletes are not getting the information. How can we make sure to communicate from the board to the athletes? Jacks noted this is an issue in SE. Jacks admits he never checks the LSC website. Athletes just check social media and with Instagram it has exploded. BOD of SE will forward info to athletes to post with no oversight. Jane noted Social Media Policy/ oversight might be necessary. Cole also noted SD does not have any oversight.
 - Jane – Social Media Policies
 - Cole noted athlete engagement on board and committees
 - Shelly – governance and committee
 - Paige – nominating committee – candidate identification
 - Paige – meets in general – servicing all your athletes – especially long course
 - Kim – recruitment and retention
 - Shelly – finances – how to fund what you want to do
 - Agenda
 - 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.

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- g. Sunday Individual Zone meetings 8:30-1AM then combined meeting/wrap up.
8. Reminders for Workshop—Our meeting will be combination Zoom and in person so please bring a laptop with you. Jane said everyone will be on their computer but all in the same room and everyone needs to be on mute. Kile and Lamar will not be there. We will all need to register for our committee meeting to be sure to get the link for the next meeting.

Register for the LSC Development Committee Meeting Saturday, April 23rd 1:30-3:00 pm MT Register in advance for this meeting:<https://usaswimming.zoom.us/meeting/register/tJEkc-yvqzgsGN2Nf-0P0Qt-3FQB2mH2av20>

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

April 23rd – **In person in Denver** at USA Swimming Workshops on Saturday afternoon 1:30-3pm

May 24th - LSC Development Committee Meeting on Zoom 5:00pm Pacific/8:00pm Eastern

June 28th - LSC Development Committee Meeting on Zoom 5:00pm Pacific/8:00pm Eastern

July 26th - LSC Development Committee Meeting on Zoom 5:00pm Pacific/8:00pm Eastern

August 23rd - LSC Development Committee Meeting on Zoom 5:00pm Pacific/8:00pm Eastern

Join Zoom Meeting (link from 2/24/22)

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

Meeting ID: 985 8694 7527

Passcode: 045058