



**LSC Development Committee Meeting Minutes
Saturday April 23, 2022
1:30pm Denver Marriott Tech Center - Evergreen A**

1. Welcome! Shelly opened the meeting by reading the mission statement. Committee member introductions.
Attendance: Shelly Rawding (Chair), Kim O’Shea, Kile Zeller (via zoom), Mary Ellen Tynan, Lamar DeCasseres (via Zoom), 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 – no announcements
3. Team building – today is World Book Day! What is a book you have read recently that you really enjoyed?
Kim – Making Your Own Luck by Fred Glass
Mary Ellen – Home Front by Kristin Hannah
Shelly – Atlas of the Heart by Brene Brown
Jane – The Poisonwood Bible by Chloe Osbourne
Cole – On the Heights of Despair by Emil Cioran
Ali – Daring Greatly by Brene Brown
Jacks – Just Mercy by Bryan Stevenson and As I Lay Dying by William Faulkner
Wade – Green Eggs and Ham by Dr. Seuss
Ellery – The mothers by Brooke Bennett
Paige – The Body by Stephen King
Bob – something with his grandson
4. Minutes – March 22 [here](#) - minutes approved as presented
5. Proposed Legislation Discussion – link [here](#) - Currently the LSC model bylaws do not require LSC Board members or HOD members to be USA Swimming members. This legislation would bring it into line with the USA Swimming corporate bylaws. Jane clarifies that this is bringing back requiring members of your LSC House of Delegates to be members of USA Swimming.
 - a) Kim feels very strongly that they should be members of the organization they represent
 - b) Wade assumed this was already done.
 - c) Audience comments
 - i. Makes no sense that you would not be a member of the organization
 - ii. Tim Husson – somewhat surprised that we would be allowing this
 - iii. How can you be a member of Colorado Swimming but not a member of USA Swimming based on the wording of the proposal?
 - iv. Mike Seitz – supports that representatives must be members

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- v. Wade Atkins – agreed with above and concerns about maintaining current registration throughout

6. Working Groups Updates

a) Shared Services – Mary Ellen

- i. Presented an overview of Shared Services and its goal to provide athletes with the same opportunities regardless of the size of their LSC.
- ii. Athlete engagement at the LSC level – Ali and Cole wanted to target LSC with less athlete engagement and work with them and pairing them with LSCs with high function athletes.
- iii. Survey - passed out QR codes to surveys both non-athletes and athletes. Would like feedback from attendees on what they are looking for from Shared Service. Example given of PV Officials Training. Reviewed survey. We want to remove roadblocks that LSCs have run into.
- iv. Cole spoke about building connections. Cole and Ali have about 20 survey responses so far. South Dakota did a Leadership Summit with North Dakota that was able to strengthen both LSCs. Want to do more of this in the future.
- v. Inland Empire/Snake River Swimposium in Boise (April Walkley) – title was New Horizons. Two day event – Olympians, coach clinics, official clinics, parent clinics, athlete clinics. 105 athletes attended between the two LSCS. Athletes decided on a dual meet on the second day – 80 athletes came back – red team and blue team. LSC geographically can be 400 miles. Connections and friendships were made and they are excited to do it again. Discussion on how the money works. Sharing of money and resources and create trust with the process to pull it together.

- b) DEI – Lamar has been in contact with the National DEI group. Wade Atkins thanked the committee for work in the past. Looking at how we might partner with LSCs including sharing resources, knowledge banks, etc. Other educational projects too for all members. Moving forward that DEI is an LSC commitment.

- c) LEAP – Bob discussed how the group is revising LEAP. Clean it up and get rid of duplication. Now 8 categories. Took everything from before into these categories and will now do a deeper dive. This will start in January 2023 and will be incorporated into SWIMS 3.0. Wade noted if you are struggling with items from LEAP, look at other LSC websites and see what they have done. Turnover can be difficult with completing the LEAP process. He said LEAP helped him understand what his Board was to be accomplishing.

- i. 2023 LEAP Revision draft [Here](#).
- ii. Audience comments

For 2023 will there be a better electronic way? Jane said yes it will become part of SWIMS 3.0. Club Recognition will go in first and our format will follow theirs. We will do some training and we may do shifting of when your LSC comes up. Right now timing has nothing to do with what Zone you are in. Trying to even it

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out a bit so LSC Services can assist better in the future. Also, data will stay in the system and all you will need to do is update it.

- d) Workshops – Ellery – bringing back Mighty Workshops starting with the Mighty 2500 – what are small LSCs struggling with that are applicable to the larger LSCs. Jon Mann will be the speaker. Recruiting for the Board and Committees and collaboration for age group and senior training opportunities. LSCs will be responsible for travel, but USA-S will cover food and lodging. The Mighty 2500s are the same as last time.
 - i. Mighty 2500 Workshop Colorado Springs Nov 4-6 (Kim) – leadership opportunity for people within your LSC. Send two of your leaders to give them more development to grow the LSC further. In the past we have designated who you send. This time we are leaving it open for the LSC to decide who will grow the most to bring back and help grow the LSC. Athletes are a possibility but that will dictate the Saturday night social. Jon Mann experience with collaboration will help foster relationships among LSCs. Feedback from the audience:
 - 1. Board analysis
 - 2. Opportunity to work out if they arrive early and check out all the facilities in Colorado Springs
 - ii. Link to working agenda [HERE](#)
7. Open for questions from the audience
- a) Is there any way to create a platform where the survey data can be listed and LSCs can access? Jane said we have the LSC Resources Document that is about 17 pages long and has board orientations, etc.
 - b) LSC Services in the past utilized a Google Drive but now we will be transitioning to Teams.

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

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

June 18th - 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