



# U.S. Masters Swimming LMSC Development Committee

## **LMSC Update**

2022-06-23 Webinar:

“Leadership Development”

Information Sharing & Community  
for LMSC Volunteers



# LMSC Update Facilitators

**Tom Moore** swims with Minnesota Masters Swimming in the Minnesota LMSC. Tom currently serves on the USMS Diversity & Inclusion committee as well as the USMS LMSC Development committee.

**Linda Chapman** swims with Puget Sound Masters in the Pacific Northwest LMSC. Linda currently serves on the USMS LMSC Development committee as well as serving as Chair of the Pacific Northwest LMSC.

# Panelists



**Peter Guadagni** swims with Walnut Creek Masters in Walnut Creek, CA.  
Peter currently serves as president of USMS.

# Welcome Everyone!



- The webinar will begin in a few minutes; please stand by as everyone gets connected
- All attendees will be muted throughout the presentation and un-muted for the Q&A segment
- You can submit questions to the moderator via the Q&A 'Chat' window



# LMSC Update Facilitators



Tom Moore  
&  
Linda Chapman



Panelist



Peter Guadagni



# LMSC Update



- Information Share: Downstream & Upstream
  - Today's Downstream Topics:
    - “Leadership Development”
  - Upstream: What are your questions / comments / concerns?
- Community: group chat (with cameras on!)
- New & Notable
  - Streamlines for Volunteers
  - Deadlines for LMSCs
- Upcoming Webinars / Recordings of past Webinars

# Focus on Leadership Development



Peter Guadagni  
President, U.S. Masters Swimming

1. Offer some ideas for developing leaders
2. Provide some wisdom for current leaders



1. USMS challenges
2. My journey
3. Where to look
4. Assessing potential
5. Recruitment
6. Support
7. Stepping away
8. Thoughts for current leaders



# Leadership model to avoid

## Leader John

- I will be chair of \_\_\_ committee
- Let's do these new programs
- Easier to do myself
- No one else can do the job
- I am getting tired
- Can't do this much longer
- I am resigning

## Everyone else

- Hooray
- Sounds good
- Why doesn't John ask for help
- Why doesn't John listen
- Don't want to hurt John's feelings
- Wish John would step down
- No one is left to take over

# My leadership journey



- Variety of leadership roles as youth
- Professional experience as manager/executive
- Volunteered to be meet official
- Recruited to be club captain/president
- Meet director
- LMSC chair
- USMS VP & President



# Step 1

## Identifying the pool



### 1. Current volunteers



Need current volunteers

### 2. Interested parties with relevant professional experience

- Based on experience
- Based on industry



## Step 2: Assessment

### What to look for



1. Willing
2. Aligned with strategy/goals/focus
3. Requisite organizational skills
4. Accepts accountability
5. Appropriate priorities
6. Listener and consensus builder
7. Sense of proportion
8. Flexible but firm
9. Passionate



## Step 3: Recruitment



1. Start small
2. Define role, if not already done
3. Ask
4. Validate assumptions on qualifications
5. Outline responsibilities and expectations
6. Explain time commitment
7. Describe support resources



## Step 4: Support



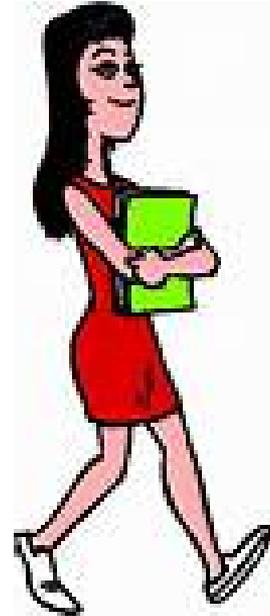
1. Describe your approach
2. Offer review of initial deliverables
3. Be constructive with feedback
4. Help with resource acquisition
5. Don't undermine authority
6. Validate expectations are met
7. Ramp up or down responsibilities
8. Publicly compliment and nominate for awards



## Step 5: Step away



1. Assess new leader's performance
2. Different may be better
3. Continue to expand leadership team
4. Reduce responsibilities,
5. Become individual contributor, or
6. Step away



# Leadership at USMS

## Thoughts to consider



- Focus on mission
- Listen more, talk less
- Consider using the phone
- Delegate/Ask for help
- Look for replacement day 1
- Prepare for meetings
- Meet commitments
- Be aware of conflicts of interest



# Leadership at USMS

## Thoughts to consider



Continued.....

- Treat others with respect
- Welcome new ideas
- Strive for inclusivity
- Embrace criticism/admit mistakes
- Assess performance of self and program
- Self impose term limits
- **Remember, it's supposed to be fun**



# Questions

# Information Share: Upstream

- Feedback and input
- Priorities for upcoming webinars?
- Questions / Concerns?
- Small group discussion for volunteers from similar LMSCs?

# LMSC Update



- Information Share: Downstream & Upstream
  - Today's Downstream Topics:
    - “Leadership Development”
  - Upstream: What are your questions / comments / concerns?
- Community: group chat (with cameras on!)
- New & Notable
  - Streamlines for Volunteers
  - Deadlines for LMSCs
- Upcoming Webinars / Recordings of past Webinars

# National Committee Meetings



You can join a national committee meeting as a guest with the approval of the committee chair  
See the Volunteer Calendar (<https://www.usms.org/volunteer-central/volunteer-working-calendar>) for schedule)

Adult Learn To Swim (ALTS) Programming Committee

Championship Committee

Coaches Committee

Diversity and Inclusion Committee

Fitness Education Committee

History and Archives Committee

Legislation Committee

LMSC Development Committee

Long Distance Committee

Membership Committee

Officials Committee

Open Water Committee

Recognition and Awards Committee

Records and Tabulation Committee

Rules Committee

Sports Medicine and Science Committee

# Webinars – Upcoming Calendar



<https://www.usms.org/volunteer-central/lmscs/peer-to-peer-calls>

July – *Disability Pride Month*, “Try Masters Swimming” Month

- Thur 7/7 **LSMC Hall of Fame Coordinator P2P** - [Register](#)
- Thur 7/14 **ALTS Community**: “TBD ”
- Thur 7/21 **Coaches Community**: “TBD”
- Thur 7/28 **LSMC Update – Focus on Creating an Inclusive Culture at your LMSC** - [Register](#)

August –

- 8/3-8/7 **Summer Nationals** (Richmond, VA)
- No Sessions (Annual Meeting prep)

September – *9/15-10/15 Hispanic Heritage Month*

- *Mon 9/5 Labor Day*
- **Fri 9/16-Sun 9/18 Annual Meeting**
- *9/25-9/27 Rosh Hashanah*
- **Thur 9/29 LSMC Update – Annual Meeting Recap + Focus on LMSC Standards** - [Register](#)

# Recent Webinars



Presentations and/or Recordings Available <https://www.usms.org/admin/minutes/index.php>

- June 16: Coaches Community: **“Lap Swimming 101 – building a bridge from ALTS to Masters”** - [Presentation](#) - Recording
- June 2: **Peer-to-Peer for LMSC Communication Coordinators** - [Presentation](#) - Recording
- May 31: BOD: **“Vision for the future of U.S. Masters Swimming”** – [Volunteer Roles](#) - [Presentation](#) - [Recording](#)
- May 26: LMSC Update: **“Focus on Volunteer Development”** - [Presentation](#) - [Recording](#)
- May 19: Coaches Community **“Try Masters Swimming Month / Making your Facility and Workouts Welcoming to All”** - [Presentation](#) - [Recording](#)
- May 5: **Peer-to-Peer for LMSC Awards & Recognition** - [Presentation](#) - [Recording](#)
- April 14: LMSC Update **“Membership Grown & Relay 2022 Recap (Dawson Hughes)”** - [Presentation](#) - [Recording](#)
- April 7: **Peer-to-Peer for LMSC Coaches Chair** – [Presentation](#) – [Recording](#)

# New & Notable (1 of 4)



- Streamlines for Volunteers June issue came out 6/14/2022
- Letter from CEO Dawson Hughes
  - [Strategic Plan](#)
  - **Everything you need to know about USMS's new strategic plan.** Thank you to everyone who took part in the Strategic Priorities and Board Vision for the Future webinar and follow-up Zoom sessions with liaisons from Zones and the Board of Directors. The [webinar recording](#), [presentation](#), and the [delineation of volunteer roles document created by the Governance Committee](#)
  - **Get connected on Community.** USMS's Community is the place to exchange ideas, post and receive updates and announcements, and connect with peers. In the past few weeks, we've posted [information on a recent email spoofing scam](#), [updates on planned improvement to the sanction process in 2023](#), and details on the [2022 Year-Plus membership offering starting July 1](#). Please log in and subscribe to notifications for important volunteer channels such as [USMS Announcements](#), [USMS Annual Meeting](#), and forums for committees on which you're a member. (If you need a reminder, [here's a video on how to subscribe](#).)
  - Volunteer working [Calendar](#)

# New & Notable (2 of 4)



- Streamlines for Volunteers June issue came out 6/14/2022 (cont'd)
  - [Upcoming Webinars](#) ([LMSC Update](#), [ALTS Community](#), [Coaches Community](#), [Peer-to-Peer](#))
  - Help Support [Try Masters Swimming](#)
  - Online Registration Scheduled Maintenance
  - [2022 Annual Meeting](#)
    - [Delegate Entitlements](#)
    - July 1<sup>st</sup> Volunteer Service Award Nominations Due
    - July 15<sup>th</sup> Deadline for requesting Delegate-at-Large appointments for Annual Meeting.
    - July 20 President appoints Delegates-at-Large for Annual Meeting.
    - August 15 Deadline for LMSCs to submit their delegates to Jessica Reilly. Members of the Executive Committee submit their annual reports and the reports from the committees they oversee to Jessica Reilly.
  - List of [Clubs Participating in Try Masters Swimming](#)
  - [Updated Liability Waiver](#)
  - Volunteer Spotlight: Teri White

# New & Notable (3 of 4)



- Upcoming Dates for Volunteers:  
<https://www.usms.org/volunteer-central/volunteer-working-calendar>
- Short Course Yards – Top10 Submission deadline June 30
- “Try Masters Swimming “ Month – July
- *New Award:* [Diversity and Inclusion Award](#), nominations due July 1
- Other Volunteer Award nominations due July 1
- Open Water National Championship 2024 bids due July 1
- Request Delegate-at-Large appointments for Annual Meeting deadline July 15
- *Sprint-Distance Open Water Championship July 16*
- *Middle-Distance Open Water Championship July 31*
- Submit list of delegates from your LMSC to Annual Meeting deadline Aug 15

# New & Notable (4 of 4)



- Published Minutes (<https://www.usms.org/admin/minutes/index.php>)
  - 6/13 Coaches Committee [Minutes](#)
  - 5/31: BOD “**Vision for the future of U.S. Masters Swimming**” – [Volunteer Roles](#) - [Presentation](#) - [Recording](#)
  - 5/25 Audit Committee [Minutes](#)
  - 5/23 Legislation Committee [Minutes](#)
  - 5/9 Coaches Committee [Minutes](#)
  - 5/9 Legislation Committee [Minutes](#)
  - 4/18 BOD [Minutes](#)
  - 4/6 Exec Committee [Minutes](#)

# Peer 2 Peer Tentative Schedule 2022-23



- **Thur 10/6 LMSC Membership Coordinator P2P**
- **Thur 11/3 LMSC Secretary P2P**
- **Thur 2/2 LMSC Leadership (Chari/Vice-Chair) P2P**
- **Thur 3/3 LMSC Treasurer P2P**
- **Thur 3/31 LMSC Event Hosting (Sanctions, Safety, Officials, Top10, LMSC Records, LMSC HOF) P2P**
- **Thur 4/7 LMSC Awards & Recognition P2P**
- **Thur 5/5 LMSC Coach & Club Development P2P**
- **Thur 6/1 LMSC Communication P2P**
- **Thur 6/29 LMSC Diversity & Inclusion Coordinator P2P**
- **Thur 7/6 LMSC Fitness Event Coordinator P2P**

# DIVERSITY & INCLUSION WEBINAR SERIES



- DIVERSITY & INCLUSION WEBINAR SERIES (recently completed Diversity & Inclusion for LMSC volunteers sessions)
- **Coach Community**
- 7/23/20 Diversity & Inclusion for Coaches – [Presentation](#) - [Recording](#)
- 11/18/21 Differently-Abled Swimmers: Water is the Great Unifier - [Presentation](#) - [Recording](#)
- **Diversity & Inclusion for LMSC Volunteers webinar series**
- 6/29/21 Diversity & Inclusion for LMSC Volunteers - [Presentation](#) - [Recording](#)
- 7/29/21 Interactive Session 1: Age + Physical / Mental Ability - [Presentation](#) - [Recording](#)
- 8/24/21 Interactive Session2: Gender & Sexual Orientation - [Presentation](#) - [Recording](#)
- 10/12/21 Interactive Session 3: Politics + Religion + Socioeconomic - [Presentation](#) - [Recording](#)
- 11/30/21 Interactive Session 4: Race + National Origin / Culture - [Presentation](#) - [Recording](#)
- 1/11/22 Interactive Session 5: An Inclusive Culture at Your LMSC - [Presentation](#) - [Recording](#)
- **2022 Diversity & Inclusion webinars** (more to come!)
- March 31 LMSC Diversity & Inclusion Coordinator Peer-to-Peer | [Register Here](#)
- May 19 Learn about “Try Masters Swimming” + Making Your Facility & Workouts Welcoming - [Presentation](#) - [Recording](#)

# ADULT-LEARN-TO-SWIM COMMUNITY WEBINAR SERIES



- ADULT-LEARN-TO-SWIM COMMUNITY WEBINAR SERIES
- January 28, 2021 ALTS Grant Application Process - [Recording](#)
- February 25, 2021 ALTS Peer-to-Peer - [Recording](#)
- March 25, 2021 ALTS Peer-to-Peer - [Recording](#)
- May 27, 2021 ALTS II: Choose your own Adventure, Part One - [Presentation](#) - [Recording](#)
- August 26, 2021 ALTS II: Choose your own Adventure , Part Two - [Presentation](#) - [Recording](#)
- October 28, 2021 ALTS Community - [Recording](#)
- January 27, 2022 Breathing Into Fear - Calming the Anxious Adult Swimmer - [Presentation](#) - [Recording](#)
- February 24, 2022 Becoming a More Effective ALTS Instructor - [Presentation](#) - [Recording](#)
- March 24, 2022 Lessons on Partnering with Volunteers and the Community from Pacific Masters - [Presentation](#) - [Recording](#)
- June 16, 2022 Lap Swimming 101 - building a bridge to Masters from ALTS - [Presentation](#) - Recording

# COACHES COMMUNITY WEBINAR SERIES



- COACHES COMMUNITY WEBINAR SERIES
- July 23, 2020 Diversity & Inclusion for Coaches - [Presentation](#) - [Recording](#)
- October 21, 2021 Differently-Abled Swimmers: Water is the Great Unifier - [Presentation](#) - [Recording](#)
- November 18, 2021 Code of Conduct - [Recording](#)
- January 20, 2022 So you want to start your own masters team - [Presentation](#) - [Recording](#)
- March 17, 2022 Relay Reflections - [Recording](#)
- May 19, 2022 Learn about “Try Masters Swimming” + Making Your Facility & Workouts Welcoming - [Presentation](#) - [Recording](#)
- June 16, 2022 Lap Swimming 101 - building a bridge to Masters from ALTS - [Presentation](#) - Recording

# Context & Acronyms



- FINA (federation internationale de natation) is the international federation which governs international aquatics competition
- USAS (United States Aquatic Sports) is the umbrella organization that allows US athletes to compete in FINA events. USAS consists of USA Water Polo, USA Artistic (nee Synchronized) Swimming, USA Diving, USA Swimming, and US Masters Swimming)
- USMS (United States Masters Swimming) is the national governing body for swimming for adults 18 and over
- LMSC (Local Masters Swimming Committee) is the “state” level governing body for regions throughout the US
  - USMS is divided into 8 geographic zones
  - USMS contains 52 LMSCs.