
USMS Committees

AD HOC ELECTION COMMITTEE

Lynn Hazlewood, Chair

Committee members: Marcia Anziano, Breadbasket; Debbie Morrin-Nordlund, Colonies; Rob Copeland, Dixie (9/04 through 4/05); Debbie Cavanaugh, Dixie (5/05 through 9/05); Mike Lemke, Great Lakes; Doug Garcia, Northwest; Joan Alexander, Oceana; Marcia Marcantonio, South Central; Lucy Johnson, Southwest.

2005 ELECTION REPORT

The election year was officially opened at the end of the 2004 convention by announcement from the election chair. The election committee began its work in September by consulting with the governance task force on interpretation of the recently passed legislation. Once everyone agreed on interpretation, the next job was revisions to the election guidelines. The house of delegates had authorized the election committee, with BOD approval, to make the appropriate revisions to the guidelines.

A draft of the new guidelines was prepared for committee consideration by Rob Copeland and Lynn Hazlewood. In addition to adding code for the changed BOD and EC, the guidelines were reorganized to separate policies and procedures. A copy of the new guidelines can be downloaded from www.usms.org/admin/election05/eog.pdf. The committee reviewed and amended the guidelines during the October 10 meeting. Final approval was accomplished by email after a clean copy was distributed. The BOD considered the guidelines during November and early December. After discussion and two interim votes, the guidelines were approved as presented by a vote of 36 yes, 0 no, 1 abstain, 3 not voting.

The election section of the USMS web site was put together and posted by late December. Election information can be viewed at www.usms.org/admin/election05. The initial upload included the updated election guidelines, the nomination packet and descriptions of the BOD member positions and their duties.

The early nomination period opened on January 1 and terminated April 30. During that time, the committee received packets from 15 nominees. There was at least one nomination for each office except Vice President of Community Services, Director from Dixie Zone and Director from Southwest Zone. One of the nominees, Rob Copeland, was also on the election committee. The EOG does not allow candidates for office to be members of the election committee. Rob was replaced on the committee by Debbie Cavanaugh. The BOD approved her appointment by a vote of 36 yes, 0 no, 4 not voting.

The committee met on May 10 and all candidates were deemed to be qualified. Slated for the Executive Committee were: Rob Copeland, President; Mark Gill, V.P. Member Services; Julie Heather, V.P. Local Operations; Colleen Driscoll, V.P. National Operations; Michael Heather, V.P. National Operations; Leo Letendre, V.P. National Operations; Meg Smath, Secretary; and Tom Boak, Treasurer. The director nominees will be sent to their respective zones for slating during the convention meetings. They are Anna Lea Roof, Breadbasket; Betsy Durrant, Colonies; Nadine Day, Great Lakes; Mary Pohlmann, Great Lakes; Jeanne Ensign, Northwest; Michael Moore, Oceana; and Carolyn Boak, South Central. The open positions will be filled at convention during floor nominations. Information for all candidates was posted on the election site following qualification. It was also published in the Summer issue of Streamlines and in the July/August issue of SWIMMER.

CONVENTION ELECTION SCHEDULE

The committee met on July 10 and firmed up the schedule of election activities for convention. This schedule may be subject to change after floor nominations are complete:

1. On Wednesday, posters of candidates and a box for meet the candidates sessions will be placed at the USMS registration table. The box will be available for submission of questions until the Thursday afternoon HOD meeting. There will also be posters available for the back of the HOD meeting room and the hospitality suite.

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2. Slating of director candidates will take place during the Thursday, 8:30 a.m. zone meetings. The election chair will provide each zone representative a set of instructions for the slating process as well as information on all director candidates for their zone.
3. Zone representatives will submit their slates to the election chair immediately following the Thursday zone meetings. They will also submit any zone rep changes that occurred during the zone meetings.
4. HOD nominations will take place on Thursday at 1:45 p.m. The election chair will read the slate and accept floor nominations for each office. Floor nominees will be expected to submit their paper work immediately following nominations.
5. The election committee will qualify floor nominees on Thursday, 6:00-7:00 p.m.
6. There will be a meet the candidates session on Thursday, 8:30-9:30 p.m. Refreshments will be served. Only candidates running in contested elections will answer questions during this session. Following the formal meet the candidates forum, all candidates will be asked to remain for a half-hour to mingle and to be available for informal questioning from the delegates.
7. The election will be held during the Friday 3:00-5:00 p.m. HOD session. After a reading of the full slate, candidates running unopposed will be elected by acclamation. Balloting for contested elections will be by roll call vote using paper ballots.

FLOOR NOMINATION PROCESS

Floor nominations in the HOD on Thursday will be somewhat complex because of the number of offices being contested and because there are three unfilled slots. The following process is from the EOG PART TWO, Section IV—Nomination Policies:

D. Floor Nominations

1. Floor nominations shall be accepted immediately following the presentation of the Committee report in the HOD.
2. Each nomination from the floor requires a Delegate nominator, who shall be allowed to speak for one (1) minute on behalf of the candidate.
3. Each nomination from the floor requires a Delegate to second the nomination.
4. The nominee shall confirm their willingness to run, as a candidate for the nominated position.
5. Following a nomination and second, the floor candidate(s) shall submit a completed nomination packet.
6. Each floor candidate's paperwork will be duplicated and distributed to the HOD to allow time for review prior to the Election.
7. Candidates nominated from the floor of the HOD shall be registered members of USMS prior to their nomination.

"The Committee shall not slate a candidate for more than one position. (*EOG, Part TWO, Section VI-B.3.*)" Therefore, ***candidates who are already slated for another office*** must withdraw their consent to run for the slated position prior to confirmation of the consent to run for the floor nomination (step #4 above). It will not be necessary to submit a second nomination packet. ***Candidates who are not slated for another office*** must submit their nomination packet immediately following floor nominations. If you believe you will be nominated from the floor, you may submit your packet by email to zones@usms.org by Sunday, September You may also submit your packet digitally during convention. Please consult with the election chair for details following floor nominations.

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CANDIDATES



ROB COPELAND CANDIDATE FOR PRESIDENT

LMSC: Georgia

Nominated by: Laura Kessler

Letters of Reference from: Michael Heather and Laura Kessler

Summary Statement

USMS has a tremendous group of volunteers and staff who make us the organization we are today. It has been my extreme privilege to be involved in Masters Swimming as a competitor and as a volunteer. I have met lifelong friends and helped to advance our mission. It is critical that our elected officers remained focused on achieving the mission and objectives of USMS, by providing leadership to the incredible volunteers and staff who are Masters Swimming. As president I am committed to provide this leadership.

Why are you interested in this position and why do you believe you would be a good candidate?

Those who know me know that I am passionately committed to USMS. In my 20 plus years of membership in and volunteerism to Masters Swimming, I have served where my experience best fits the needs of the organization. Now, I feel I can best serve USMS from the office of president.

Having been actively involved in the local and national operations of USMS since 1983, I have been fortunate to see and be a part of the growth and maturing, which has brought us to where we are today. Also, over the past 4 years I have been actively involved with USMS leaders to develop the governance roadmap for our future growth and success. With this deep understanding of our rich heritage and of our vision for the future I will work to maintain our high level of quality programs and services while managing the governance changes that will establish our foundation for continued improvement and growth.

In my professional career and through my involvement in Masters, I have been fortunate to have a tremendous group of mentors who have taught me to lead and serve with honesty, integrity, candor, passion and humor. They also taught me the importance of having a vision and working to fulfill this vision. I look forward to demonstrating these qualities in working with our leadership, staff and volunteers to mold our vision for the coming years.

What do you consider to be the major issues facing USMS now and in the future? As a person holding an elected position within USMS, how would you address these issues?

- Leadership – The duty of our leaders is to set the vision and commit to achieving success in support of our mission. Throughout our history, Masters Swimming has been blessed with strong leaders who have guided us through over 30 years of growth and maturity. As we continue to grow and mature, it is important that our leaders are responsible to the mission and vision and are responsive to the needs of our volunteers, members and the community at large. As a long time student of leadership, I understand the challenges we must face and am ready and willing to meet these for our continued success.
- Volunteers – Our fundamental strength as an organization has always been our enthusiastic and committed volunteers at the national, local and club levels. Volunteers are our number one asset. For our continued success and growth we need to focus on educating, encouraging and recognizing our volunteers and we need to identify and provide opportunities for willing volunteers. I am committed to engaging, encouraging and recognizing volunteerism within USMS.
- Coaching – Providing real and virtual coaching for our members is one of the most valuable services available through USMS and is a leading factor in member retention. Coached programs and Masters coaches provide added value in support of our mission to promote fitness and health in adults by offering

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and supporting Masters swimming programs. I am committed to investing in programs that will provide more coaches and coaching to our members, and to programs that will increase the numbers of Masters coaches and elevate the coaches knowledge level.

- **Governance** – The Planning, Legislation and Executive Committees have spent a significant amount of time developing a framework of change for the future of USMS. The first phase of these changes was implemented through legislation last year; the second phase is before us this year. In the coming years we will continue to introduce and fine-tune how we do business. I am committed to working with our committees and the HOD to finish the good works of Planning's governance task force.
- **Quality Programs** – We will grow by providing high quality products and services to our members and to our volunteers. The change in our organizational structure (the creation of divisional vice presidents and changes to our Board), which the House of Delegates implemented last year was a significant step in aligning how we are organized with how we need to operate to provide continuously improving volunteer and member services. Our leaders will be responsible for ensuring that our restructured organization works efficiently and effectively in advancing current programs and in developing high quality programs for our members.
- **Local Support** – In addition to developing high quality programs for our individual members and clubs, we need to develop programs to support our LMSC's. Many of our smaller LMSCs and some of the larger ones struggle with finding and keeping volunteers to lead and run LMSC operations. Some LMSC officers have held their positions for decades, out of love for our sport or because no one else is willing to step up. Most LMSCs could operate more effectively. Our leadership, through the president and vice president of Local Services, must address these issues and the others facing our LMSC's in order to stabilize our local foundation.
- **Relationships** – USMS maintains excellent relationships with other members of our aquatic sports community, adult athletic organizations and international Masters swimming groups. Further enhancing these relationships will provide our members with additional training and competitive opportunities, and introduce more adults to the benefits of USMS. I feel the partnerships we develop at the national and local levels between Masters Swimming and other aquatic and related athletic groups are critical to the future of USMS and I will work to continue to improve upon these.
- **Growth** – For the past few years USMS has not experienced the growth we previously enjoyed. We need to focus on member services which will attract and retain members and community services which will introduce Masters Swimming to our target audiences. Providing services which retain members must be high on our list of priorities. And to borrow a phrase from Nancy Ridout, USMS should "Make Masters Swimming a habit for life."
- **Finance** – We continue to maintain a strong balance sheet through the fiscal stewardship of our Finance Committee, Executive Committee and controller. We must continue to responsibly manage the assets of USMS, investing in programs which will benefit the business of USMS. I also, believe that our new Board of Directors must be more accountable for understanding and managing our USMS fiscal direction and policies. In the coming years we will likely face a number of financial opportunities, such as 2006 Worlds, insurance, professional executive management, and growth based investments. The ability of our leaders to effectively manage how, when and what programs and services to invest is a critical attribute, and is a key to our continued strength. I am committed to growing USMS, while maintaining financial accountability to our board, house and members.
- **Communication** – Properly developed and executed communicate plans for our national and local volunteers, our members, peers, partners, sponsors, and the community at large, are critical facets in achieving our objectives and in enhancing the recognition of USMS. In the past few years, how USMS communicates has drastically changed; usage of email, conference calling, the USMS web site and our national publication have all provided us with communication opportunities and challenges that were not as readily accessible 5 to 10 years ago. Our leaders need to be responsive to these channels of communication and look for ways to use them in support of national and local programs.

USMS Committees

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:

- Legislation Committee 1987 to 2005, chair 2002 to 2005 (Chairs Art Smith, Jerianne Donnelly, Bill Earley, Elin Zander)
- Long Distance Committee 1986 to 1993 and 2002 to 2005, chair 1988 to 1993 (Chairs Dave Gray, Peter Crumbine)
- Ad hoc Rule Book Committee 1990 (Kathy Casey)
- Rules, ex officio 2002 to 2005 (Chair Leo Letendre)
- Breadbasket Zone Representative 1985 to 1987 (Chair of ZC Edie Gruender)
- Dixie Zone Representative 2004 to 2005 (Chair of ZC Lynn Hazlewood)
- Served on other committees in the 80's and 90's

Please list any other experience that relates to your qualifications for the position.

In the past 25 years, I have served in many positions at the local level in the Midwestern, New Jersey and Georgia LMSC's, and in the Georgia LSC.

Additionally, I have served in almost every capacity in the clubs that I have been a member of throughout these years; president, secretary, treasurer, meet director, starter, timer, ...

RESUME FOR ROB COPELAND

Education

- Graduate, Cedar Falls High School; Cedar Falls, IA
- B.S., Computer Science, 1978, Iowa State University; Ames, IA

Professional Experience

- 1978 – 1987 Computer Programmer/Manager in Banking industry in Nebraska and New Jersey
- 1987 – 2001 Principle Consultant for a Financial Services Technology Consulting firm in New Jersey
- 2001 – present Projects Financial Manager SunTrust Bank in Georgia

USMS Experience—National

- Legislation Committee 1987 to 2005, chair 2002 to 2005
- Long Distance Committee 1986 to 1993 and 2002 to 2005, chair 1988 to 1993
- Ad hoc Rule Book Committee 1990
- Rules, ex officio 2002 to 2005
- Breadbasket Zone Representative 1985 to 1987
- Dixie Zone Representative 2004 to 2005
- Served on other national committees in the 80's and 90's

USMS Experience—Local

- In the past 25 years, I have served in many positions at the local level in the Midwestern, New Jersey and Georgia LMSC's, and in the Georgia LSC.
- Additionally, I have served in almost every capacities in the clubs that I have been a member of throughout these years; president, secretary, treasurer, meet director, starter, social chair, timer, ...

Personal Swimming Information

- Competitive swimmer since age 7. Competed in high school (Cedar Falls, IA) and in college (Iowa State University). After taking a year off, began swimming as a sub-master (what we used to call our 18-24 year olds) in Lincoln, NE, where became involved as a volunteer for the club and LMSC.
- Member of USMS since 1979, 21 time USMS individual All-American (10-pool, 11-long distance).
- Accomplished long distance/marathon swimmer – Manhattan Island Marathon (fastest male 1999), English Channel (fastest US male 2000), Atlantic City Marathon (fastest/only amateur 1999), Tampa Bay marathon (twice)
- Wife, Cathy, Coached Masters in New Jersey for 13 years, and is currently and assistant coach for a USA-S program in Georgia

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- Children, Noah and Megan, both swimming USA-Swimming. Noah will attend and swim for Georgia Tech this fall, Megan will be a High School Sophomore this fall
- Mother, Parkie, swims Masters with the Arizona Masters

LETTERS OF NOMINATION/RECOMMENDATION FOR ROB COPELAND

April 21, 2005

Dear Madam Chair:

Please consider this an official "Letter of Nomination" to place Rob Copeland on the ballot to run for the position of USMS President.

Sincerely,

Laura Kessler

April 28, 2005

To the USMS Election Committee,

It is my honor and privilege to recommend Rob Copeland for the office of President of United States Masters Swimming.

I have known Rob since 1986 (the first USMS convention I attended) and have always been impressed with his depth of knowledge of any subject relevant to the committees on which he has served. In a testament to his capabilities, he often was appointed chair of any committee on which he sat. His previous committee work on Rules, Legislation and Long Distance has provided him with a thorough knowledge of USMS structure and culture, ideal background and experience for assuming the position of President.

Rob's passion for swimming and commitment to USMS shines through all of his actions and proposals. His attention to detail is apparent in his current position as Legislation Chair and on the Governance Task Force, where he knows the appropriate rule book passage(s) and its impact on topics or issues under consideration. This may seem trivial, but the rule book has many cross references, and he misses few, if any.

Rob is an excellent communicator in not only the clarity of his thoughts and ideas presented, but also the fact that he listens attentively to those who disagree or may have conflicting information. His interactions with fellow volunteers and his recognition of the efforts of members on committees which he has chaired are testament to his ability as a leader. USMS needs a visionary to manage the many volunteers in their efforts on behalf of our organization and I believe that Rob is that leader. His openness and honesty will ensure the efficient utilization of the efforts of volunteers working for the growth and constant improvement of USMS.

Rob's humor is intimately known to me, having collaborated with him on many Ransom Arthur presentation productions over the years. This aspect of his character has and will serve him well in all aspects of the office, and I believe is a critical element of successful service.

In the times I have shared a pool or ocean with him I have always been impressed with the pace at which he swims away from me.

Respectfully,

Michael Heather
USMS Convention Committee Chairman

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Rob has asked me to write a letter of reference to support his quest to become the new president of United States Masters Swimming (USMS). It is my pleasure to tell you why Rob is the person to lead USMS into the future.

I have known Rob for 15 years. My experience with him has been very positive and rewarding. Rob has demonstrated a unique ability to transcend what is merely required of him in order to make himself and those around him exceed expectations. He not only rises to the challenges confronting him but he does so with enthusiasm, a sense of duty, and an unwillingness to be satisfied with anything less than the best from himself.

Here is a summary of Rob's contributions to swimming:

- Served on many national committees over the past 20 years including chair of the USMS Legislation and Long Distance Committees
- Written many significant documents for USMS including:
- Review of USMS Board of Directors and Governance
- Parts 3 and 4 of the USMS Rule Book
- National Board of Review Operating Policies and Procedures
- Legislation Committee Operating Policies and Procedures
- Sanction section of the LMSC Handbook
- Major contributor to the Election Operating Guidelines
- Consulted with a number of LMSCs on LMSC By-Laws
- USMS Zone Representative in two different zones
- Key actor and contributing author of many fabulous USMS Ransom Arthur Award performances
- Many positions in the local LMSC's and LSC's
- Club officer at all levels, meet director, timer, etc.

Rob understands USMS like no one else I know. Most people involved in Masters Swimming at the national level know Rob and recognize his value to the organization. The time and effort that he puts forth into USMS is not always so obvious. He has put countless hours into generating polices, procedures and code without a single regret.

Rob is quite witty and intelligent and is one of the most honest persons I have ever met. It is his boundless effort and dedication to the sport of Masters swimming that sets Rob apart. As President of USMS, Rob will keep us focused on achieving the mission and objectives of USMS during what could be a time of great change in the organization.

Laura Kessler

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MARK GILL **CANDIDATE FOR V.P. MEMBER SERVICES**

LMSC: Kentucky

Nominated by: Mel Goldstein

Letters of Reference from: Katryn James and Mel Goldstein

Summary Statement

I am running for the Vice President of Member Services position. I have been involved in masters swimming since 1992. During that time, I have worked as a meet director of local meets plus the 2003 short course national championship meet. I have started several events including the Arizona Open Water Series, a 5-race series on Tempe Town Lake in Arizona. Currently, I am involved with the USMS Championship and Internationals Committees.

I believe that USMS has many great things to offer. By being more involved, I hope to be able to help grow our membership and support ideas that will lead to a healthy future for our organization. With our current reorganization, I believe this will be a time of great change. I hope to be able to work with the different groups within our membership to see that all views are fairly represented.

Why are you interested in this position and why do you believe you would be a good candidate?

I think USMS is a great organization and I have enjoyed volunteering in the past in a variety of roles. As the Vice President of Member Services, I believe I could bring my past experiences to bear on a number of issues and help support the goals of masters swimming. USMS is facing an interesting time that has the potential to dramatically shape its future and I would like to do my part to help support the growth and health of our organization.

What do you consider to be the major issues facing USMS now and in the future. As a person holding an elected position within USMS, how would you address these issues?

I think there are a number of exciting issues and opportunities facing USMS. Our membership growth has been rather flat for the last few years. Other similar organizations such as USA Triathlon have had explosive growth. What are some of the issues that are limiting our growth? I believe a greater emphasis on open water swimming within USMS will help us attract new members. I also believe that we need to continue to strengthen our relationships with other groups. As an example, the YMCA owns a large number of pools. Many do not have masters programs or don't have programs that are associated with USMS. Are there things that we could offer that would make being a part of USMS more attractive?

It has been long recognized that our strongest growth has come from teams with great coaches. How can we help recruit more coaches into USMS? Are there ways that we can help clubs find and retain good coaches? Are there things that USMS can do to better support our current coaches?

Our restructuring is going to create lots of changes to our procedures and ways of governing our organization. The possibility of bringing in an executive director is something that we have not faced before, but has the ability to have a dramatic impact on our future. Currently, there are a number of proposals that will reduce or change the number of committees that govern USMS. What will happen to our volunteer leaders if these changes go through? How can we best use our volunteers along with our professional staff? Should the professional staff be expanded?

We have a new magazine. This opens up a considerable number of possibilities for us. How will we best use this tool to meet our organizational objectives? If we are able to generate significant ad revenue, how will we best use these funds?

I feel the USMS is searching for its identity. We know from surveys that many of our members are not

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interested in competitive swimming. Yet much of our activity centers on the competitive side of the sport. What types of offerings will be most attractive to our non-competitive members and potential members? In 2006 the FINA World Championships will take place within the United States. We have made a significant financial investment in this event. What can we do to help ensure the event is a success? How can we best use the event to spread the word about adult fitness swimming?

If elected Vice President of Member Services, I would have the opportunity to work with other volunteers within USMS to address these issues. I see this position as a chance to bring in ideas of my own and mix them with ideas generated by a variety of committees. This position would give me the opportunity to champion ideas and policies that will help ensure growth and a healthy future for USMS.

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:

- Championship Committee member – 2002 – present, Sandy Rousseau, Barry Fasbender
- International Committee member – 2003 – present, Phil Whitten, Sandy Rousseau

Please list any other experience that relates to your qualifications for the position.

- **Communication:** Developed and maintained team website for 4 years
- **Club Development:** Have coached masters for 7 years. Started and built a daily workout group from scratch up to 25 swimmers.
- **Competition:** Meet director for a variety of masters meets in AZ. Started the Sun Devil Invitational meet. Director for the 2003 SC Nationals. Started the AZ Open Water Series – now in its 3rd year, it consists of 5 races. Created open water races that combine USA Triathlon, USMS and USA Swimming in one event. Co-Directing the 2006 2-mile cable swim championship for Virginia Masters
- **Fitness:** Coordinated participation of AZ Masters in postal events.
- **Coaching:** 18 years of coaching experience with age group, YMCA, USA Swimming and Masters. Member of ASCA. Invited as one of two coaches to work at the USA Swimming 2004 National Open Water Camp.
- **Education:** Started and organized the first two Mentor Coach and Swimmer Clinics in AZ. I am serving as the liaison for the 2005 LC Nationals and the 2006 SC Nationals
- **Officiating:** Certified Stroke and Turn Official in the AZ LSC. Officiated and announced at USMS Nationals. Announcer for the University of Louisville Swim Team (Go Cards)
- **Awards & Records:** Served as the records chair in AZ for 5 years. I am a member of the Communications subcommittee creating the Club of the Year Award.

RESUME FOR MARK GILL

Department of Computer Information Systems
College of Business and Public Administration
University of Louisville
Louisville, KY 40292

(502) 852-3410
mark.gill@louisville.edu

EDUCATION

Ph. D. - Arizona State University, Tempe, AZ - expected graduation Dec. 2005
Ph.D. in Business Administration with an emphasis in Computer Information Systems
Title: Factors Mediating the Effect of Information Technology Outsourcing on Firm Value (Chair – K. Michael Goul)

MS - Virginia Commonwealth University, Richmond, VA – August 1998
Masters in Business with emphasis in Information Systems

BS - Randolph-Macon College, Ashland, VA - May 1991
Bachelor of Science Degree in Business and Economics with minors in Classics and Political Science

EXPERIENCE

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Assistant Professor

University of Louisville, Louisville, KY – August 2004 – Present

Graduate Teaching Assistant in Information Systems

Arizona State University, Tempe, AZ - August 1998 to August 2004

Researcher

Center for Applied Purchasing Studies (CAPS), Tempe, AZ - Summer 2001

Instructor

Monterey Institute of International Studies, Monterey, CA – June 2000

Adjunct Faculty

Virginia Commonwealth University, Richmond, VA - June 1997 to August 1998

Graduate Assistant in Information Systems

Virginia Commonwealth University, Richmond, VA - January 1997 to August 1998

LETTERS OF NOMINATION/RECOMMENDATION FOR MARK GILL

April 13, 2005

To: USMS Nomination Committee

From: Mel Goldstein

Re: Mark Gill

I would like to place the name of Mark Gill in nomination for the position of USMS Vice President of Member Services.

Mark has been active in USMS activities since 1992. He has worked at the local level within his LMSC as well as the National level. His involvement with USMS over the past 13 years more than qualifies him for the position he is seeking. Some of the activities Mark has been involved are listed below.

- Developed and maintained team website
- Coached Masters Swimming for 7 years
- Meet Director for USMS National SC Championships (2003)
- Started the Sun Devil Invitational meet
- Created the Arizona Open Water Series
- Has worked with TriFed, USA Swimming, and USMS on Open Water Swimming.
- Coordinated Arizona Masters Postal Events
- Organized the Mentor Coach and Swimmer Clinics in Arizona
- Member of the USMS Championship Committee
- Presently serving as the USMS Liaison for the 2005 LC Championships and 2006 SC Nationals.
- Certified Stroke and Turn Official.
- Records Chairman for Arizona LMSC
- Member of USMS International Committee
- Recipient of the National Championship Meet Award in 2003.
- Recipient of the Edie and Dan Gruender Award for outstanding service to his LMSC.

Mark is a breath of fresh air in our organization, his ideas, his passion, and leadership qualities he has demonstrated will take USMS to the next level. I highly recommend the USMS Election Committee consider Mark Gill for Vice President of Member Services.

April 12, 2005

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Re: Recommendation of Mark Gill

To Whom It May Concern:

My coach and good friend, Mark Gill, asked me to write a letter recommending him for the position of USMS Vice President of Member Services. I have to say that I jumped at the chance. I highly endorse Mark for this position.

I first met Mark when he starting coaching Sun Devil Masters. His innovative workouts and unique coaching style endeared him to my lane mates and me from the beginning. All of us here in Arizona and especially at Sun Devil Masters miss him terribly.

We worked together in the Arizona LMSC. He was very active; bringing many new ideas and people into the organization. As a matter of fact, Mark is responsible for my involvement in the Arizona LMSC; he nominated me for a position on the Board three years ago and I have been a member ever since.

We also worked together on the 2003 SCY Nationals. Mark put the rest of his life on hold to make that meet the success it was. He is the biggest USMS and swim fan I know.

Mark's personality, style, dedication and work ethic make him the perfect candidate. I wish him all of my best and I am sure the rest of the Arizona LMSC do also.

Sincerely,



Katryn James
AZLMSC Chairperson



JULIE PAQUE HEATHER CANDIDATE FOR V.P. LOCAL OPERATIONS

LMSC: Southern Pacific

Nominated by: Jeff Moxie

Letters of Reference from: Nancy Ridout and Jeff Moxie

Summary Statement

I would be proud to serve as your first Vice President for Local Operations. I believe that members of the Executive Committee are the key to effective communication within our organization. We have a lot of intelligent members in the HOD with many years of experience in USMS. We need to communicate openly with the Board and HOD to get feedback on major issues and help guide the decision making process. If elected, I would like to work with our committees to provide resources for leadership development, volunteer management, and administration to our LMSCs to help them grow and reach their potential. I would like to see members of the Executive Committee spend time during convention getting to know delegates informally, and solicit their concerns, priorities, and opinions on issues facing USMS. We need to involve as many people as possible in the decision making process, and we need to communicate information to members of the HOD

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so that they can make educated decisions.

Why are you interested in this position and why do you believe you would be a good candidate?

I am interested in the position of Vice President for Local Operations because I believe I have the background and experience to effectively provide leadership for our organization and work with LMSCs, clubs and zones to grow and prosper USMS. I would like to continue my contributions to Masters Swimming that began in 1982. I have participated as a swimmer since 1980, and have served on a variety of committees on the national level, and have also contributed extensively on the local level, including as Chairman of Pacific Masters Swimming. I am now Registrar and of Southern Pacific, and I have a very good understanding of the day to day operations of our organization. Our growth is dependent on the strength of our clubs and LMSCs. That's the first, and last, line of contact for many of our members. If it is a good experience, people will join!

What do you consider to be the major issues facing USMS now and in the future. As a person holding an elected position within USMS, how would you address these issues?

Adjusting for the growth of our organization, both in terms of management and financial aspects. We are starting to deal with the fact that it is difficult for an organization of our size to rely totally on volunteer efforts to accomplish time consuming tasks. It is always in the best interest of a non-profit organization such as USMS to keep costs down, but it is also very important to ensure that key tasks are accomplished in a professional and timely manner. We need to examine our costs and determine whether they are in the best interest of our membership as a whole, and in line with our goals and objectives. We need to make sure that we effectively use the strengths and knowledge of our volunteer leadership, and recognize the value of their contributions.

Providing support for LMSCs. USMS is only as strong as the LMSCs. Without the LMSCs we wouldn't exist. We need to find a way to provide practical support for the local organization, in terms of leadership development, volunteer management, and administration. Some of our LMSCs are struggling to handle the day to day operations of the LMSC, including leadership and registrations. We need to provide those LMSCs mentors to help them through the rough spots.

Swimming venues. We need to encourage new facilities to bid for National Championships; consider the possibility of having a short course meters nationals; and get access to more facilities for Masters teams. The lack of facilities in some areas is hindering the growth of Masters Swimming, and if we can provide some assistance to those wanting to start new teams it will benefit Masters Swimming (e.g., provide a list of benefits to present to pool management).

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:

- Ad hoc Rule Book Committee (1990-1991, Kathy Casey and Gail Dummer, chair)
- Coaches Committee (1990-1991, Steve Schofield, chair)
- Ad hoc Rule Book Committee Chair (1992-1993)
- Legislation Committee (1992-1995, Jerianne Donnelly, chair; 1996-1997, Bill Early, chair)
- Ad hoc Recognition and Awards Committee Chair (1994-1995)
- Zone Representative, Oceana (1996-1997, Stephanie Walsh, chair)
- Safety Education Committee Chair (1998-2001, Jeanne Crouse, liaison; 2003-2004, Patty Powis, liaison)
- Computer On-line Committee (1998-2001, Jim Matysek, chair)
- Insurance Committee (1998-2004, ex-officio member, Colleen Driscoll, chair)
- Ad hoc Professional Management Committee (1998-2000, Hugh Moore, chair)
- Registration Committee (2003-present, Anna Lea Roof, chair)
- Records and Top Ten (2003-present, Pieter Cath, chair)

Please list any other experience that relates to your qualifications for the position.

- Delegate to USMS Convention (1989 to present)
- Secretary, Southern Pacific (1982-1984)
- Secretary, Pacific (1987-1991)
- Administrative Vice-chairman, Pacific (1991-1993)

USMS Committees

- Chairman, Pacific (1993-1995; 1998-2000)
- Board of Directors, Palo Alto Area Chapter, American Red Cross (1990-1999)
- Executive Committee, Palo Alto Area Chapter, American Red Cross (1996-1999)
- Health & Safety Committee Chair, Greater Long Beach Chapter, American Red Cross (2002-2003)
- CPR, 1st Aid, Water Safety, and Lifeguarding Instructor, Instructor Trainer (various dates 1979-present)
- Preparedness Education Committee Chair, Board of Directors, San Gabriel Valley ARC (2004-present)
- Registrar, Southern Pacific Masters Swimming (2001-present)

RESUME FOR JULIE HEATHER

Philosophy: I would be proud to serve as your first Vice President for Local Operations. I believe that members of the Executive Committee are the key to effective communication within our organization. We have a lot of intelligent members in the HOD with many years of experience in the swimming world. We need to communicate openly with those that have a stake in decisions (BOD, HOD, and members) to get feedback on major issues and help guide the decision making process. If elected, I would like to work with our committees to provide resources for leadership development, volunteer management, and administration to our LMSCs to help them grow and reach their potential. I would like to see members of the Executive Committee spend time during convention getting to know delegates informally, and solicit their concerns, priorities, and opinions on issues facing USMS. We need to involve as many people as possible in the decision making process, and we need to communicate information to members of the HOD so that they can make educated decisions.

Professional experience

- Southern Pacific Masters Swimming (2001-present) Registrar
- California Institute of Technology (2002-present) Staff Scientist, research on meteoritic materials and experimental analogs.
- Computer Programming Consultant (1995-2002) Microsoft Visual C++, Visual Basic, Microsoft Access, Corel Paradox, and additional third-party tools.
- SETI Institute (1992-2000) Principal investigator, experimental petrology of Ca-Al-rich inclusions from carbonaceous chondrites; aerodynamic sorting of chondrules in the solar nebula.
- Stanford University (1986-1992) Research associate, director of the electron microprobe/SEM laboratories.

Education

- California Institute of Technology (graduate), University of Tennessee-Knoxville (undergraduate)

USMS committees:

- Ad hoc Rule Book Committee (1990-1991)
- Coaches Committee (1990-1991)
- Ad hoc Rule Book Committee Chair (1992-1993)
- Legislation Committee (1992-1997)
- Ad hoc Recognition and Awards Committee Chair (1994-1995)
- Zone Representative, Oceana (1996-1997)
- Safety Education Committee Chair (1998-2001; 2003-2004)
- Computer On-line Committee (1998-2001)
- Insurance Committee (1998-2004)
- Ad hoc Professional Management Committee (1998-2000)
- Registration Committee (2003-present)
- Records and Top Ten (2003-present)

Related experience:

- Delegate to USMS Convention (1989 to present)
- Secretary, Southern Pacific (1982-1984)
- Secretary, Pacific (1987-1991)

USMS Committees

- Administrative Vice-chairman, Pacific (1991-1993)
- Chairman, Pacific (1993-1995; 1998-2000)
- Board of Directors, Palo Alto Area Chapter, American Red Cross (1990-1999)
- Executive Committee, Palo Alto Area Chapter, American Red Cross (1996-1999)
- Heath & Safety Committee Chair, Greater Long Beach Chapter, American Red Cross (2002-2003)
- CPR, 1st Aid, Water Safety, and Lifeguarding Instructor, Instructor Trainer (various dates 1979-present)
- Preparedness Education Committee Chair, Board of Directors, San Gabriel Valley ARC (2004-present)
- Registrar, Southern Pacific Masters Swimming (2001-present)

LETTERS OF NOMINATION/RECOMMENDATION FOR JULIE HEATHER

April 26, 2005

USMS House of Delegates 2005 Convention Greensboro, NC

Re: Nomination and Reference

To the HOD of USMS:

Nomination: I hereby nominate Julie Paque Heather for Vice President of Local Operations.

Reference: Julie has served Masters Swimming in many capacities over the last 25 years. She has extensive experience at both the national and local levels. At the national level she has served on 12 different committees, while at the local level she has served both PMS and SPMA.

As a member of SPMA, our Registrar and our newsletter editor, Julie has shown a great ability to work with our clubs and coordinate activities between the clubs. As an example, our newsletter, which requires a significant amount of input from our clubs, is published on a regular basis and includes time-sensitive information gathered from our clubs.

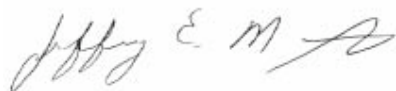
Julie has also increased the level of communication within SPMA by increasing the use of available methods for dissemination of pertinent information, ensuring our website is up to date and keeping the SPMA committee in the loop on important issues impacting the organization.

In addition to being our Registrar and newsletter editor, Julie has taken on the responsibilities of Top Ten and Librarian. Her ability to handle all these functions for a 3,000 member organization is a credit to her organizational abilities.

Finally, SPMA has seen a significant growth in our membership since Julie took on the job of Registrar, growing by over 23% in the last 3 years. This growth can be attributed to Julie's proactive approach to making contact with former members, as well as potential new members, by various methods.

Julie's experience, knowledge, and get-it-done attitude makes her an ideal candidate for the position of Vice President of Local Operations.

Sincerely,



Jeffrey E. Moxie

April 23, 2005

To the USMS Election Committee,

USMS Committees

It is an honor to support the candidacy of Julie Paque Heather for Vice President for Local Operations. I would like to share some observations regarding Julie's leadership qualities and vision.

Julie moved to northern California in 1986, having been active in Southern Pacific Masters, and began attending Pacific Masters meetings. She was an astute observer and began to sort out the differences between these two strong organizations and evaluate their successes and needs. In 1987 she volunteered to take over the responsibility of Secretary, in 1991 was voted Vice President of Administration, and in 1993 was elected Chairman of Pacific Masters. I had the opportunity and privilege to work with Julie during these years.

Julie is organized and able to run an efficient meeting while at the same time allowing discussion for a thorough understanding of issues. In addition to these types of leadership skills, Julie is able to quickly process information and offer well thought-out options and suggestions to problems and dilemmas. Julie thinks long range and understands the effects down the road of decisions made today. She is eminently fair, not quick to judge, and is able to work well with others. Julie is a good listener and open to change and new ideas. As I came to know her, I realized that though she is a scientist, she does not think in black and white and sees many sides to issues.

Julie also possesses vision and will work hard to enable USMS to be the best that it can be. She followed a succession of strong leaders in Pacific and through her vision of ways to serve our members, initiated projects and programs such as the Pacific Masters Swimming GTO (Guide to Operations), a Meet Operations Handbook and an Administrative Handbook, a restructure of Pacific's governance, inserting the PMS Newsletter into the USMS official publication, committee goals and accountability, greater communication with clubs, wrote up suggested safety procedures and state requirements for pool supervision, improved communication with other LMSCs, and increased opportunities for pool and open water competitions.

I respect Julie as a person who goes out of her way to be helpful, who is thoughtful and considerate, intelligent, and genuine. She is an outstanding candidate for Vice President for Local operations.

Respectfully,
Nancy Ridout,
Immediate Past President, USMS
Registrar, Pacific Masters Swimming

USMS Committees



COLLEEN ANN DRISCOLL CANDIDATE FOR V.P. NATIONAL OPERATIONS

LMSC: Metropolitan

Nominated by: Steve Newman

Letters of Reference from: Patty Powis and Steve Newman

Summary Statement

I became a proud member of USMS in 1991 and began my active involvement in 1993, by attending my first Convention as a delegate representing my LMSC. Since then, I have served as Chair of the Insurance Committee for the past ten years. I have also served on the Safety Committee and Chaired a Grievance Panel. On the LMSC level, I have worked as the Secretary, the Insurance and Safety Coordinator and served as the LMSC Chair for a Grievance Panel. During my tenure as Insurance Chair, I have served USMS through educating members on our insurance coverages and have worked to find solutions to their requests. I have worked closely with our broker to obtain the broadest insurance coverages with appropriate limits of liability, while securing the most competitive insurance premiums. Securing proper insurance coverages helps to uphold USMS' financial integrity against claims made against our organization.

I have worked with the committees that are components of the National Operations division and understand their responsibilities. I have contributed as a Board of Director member for the past ten years, and believe that I have the ability to coordinate the activities of the committees and work as an effective Vice President of National Operations.

Why are you interested in this position and why do you believe you would be a good candidate?

I have served USMS since 1993, first as a Convention Delegate representing my LMSC, then as a committee member for Insurance and Safety Education. Shortly thereafter, I was appointed Chair of the Insurance Committee. I have also served as our LMSC Secretary and Insurance and Safety Coordinator. I have served as the USMS Insurance Chair for the past ten years. During my tenure as a Committee Chair I have worked hard to educate our members about our insurance coverages while working with our broker to secure the most advantageous insurance coverages, limits and competitive premiums for our insurance programs. I have actively worked with our Legal Counsel, members of the Executive Committee, the National Office, the Safety, Finance, Rules, Championship, Registration, Legislation and Long Distance Committees and the Webmaster. I have been a co-meet director for LMSC meets. I have also served as a USMS Grievance Panel Chair and LMSC Grievance Panel Chair.

I believe that my experience as a Chair and Board of Director member for both USMS and my LMSC has evidenced my dedication and commitment to our organization and our sport and has prepared me for the role of Vice President of National Operations.

What do you consider to be the major issues facing USMS now and in the future. As a person holding an elected position within USMS, how would you address these issues?

I believe that our organization has made tremendous strides in addressing our current and future concerns regarding the size and sophistication of our organization. The next administration must take action and capitalize on the groundwork that has been laid. One of the major issues we face is hiring a competent Executive Director who understands both the business side of the organization and the fundamentals of USMS.

Our organization must continue to provide expanded services as well as educate our members on the many benefits offered through USMS membership. Effort should be expanded into supporting our smaller LMSCs where there has been a decline in membership.

The mix of our membership continues to evolve with the addition of athletes that participate in other sports and

USMS Committees

we need to acknowledge and address all levels of interests from fitness swimmers to competitive swimmers and triathletes. All groups should be represented in our governance.

With the new structure of our Board of Directors I believe that there will be a greater amount of communication between its members and an opportunity to continue to move USMS forward.

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:

- 1993 – Present: Insurance (Mike Laux) and Safety Committees (Forrest Sullivan, Julie Heather)
- 1995 – Present: Insurance Committee Chair
- 2003 – 2004: Grievance Panel Chair

Please list any other experience that relates to your qualifications for the position.

- USMS member since 1991
- LMSC Secretary
- **LMSC Insurance and Safety Coordinator**
- **LMSC Co-meet Director**
- **LMSC Grievance Panel Chair**
- **Election Committee for Metropolitan Swimming Hall of Fame**
- **Insurance Underwriter for over twenty-two years with management responsibilities**
- **Participant in National, Zonal and Local swim meets**

RESUME FOR COLLEEN DRISCOLL

USMS EXPERIENCE:

- 1991 Joined USMS
- 1993 USMS Delegate to Aquatics Convention
- 1994 – Present: Insurance and Safety Committee Members
- 1995 – Present: Insurance Committee Chair
- 1995- Present: Board of Director sMember
- 2003: Grievance Panel Chair

LMSC EXPERIENCE:

- Secretary
- Insurance and Safety Coordinator
- Board of Director Member
- 2004 Grievance Panel Chair
- Co-Meet Director
- Metropolitan Swimming Hall of Fame Election Committee

USA CONVENTION ATTENDANCE:

- 1993 – 2004: Attended consecutive Conventions as Committee Chair, Board of Director member, Committee member and delegate
- Chaired Insurance Committee meetings

USMS MEET PARTICIPANT:

- Long and Short Course Nationals, Zonal Championships and Local Meets

COMPETITIVE SWIMMING EXPERIENCE:

- Began competing at age seven for town summer league
- Competed in AAU, USA Swimming, AIAW (college) and USMS

COACHING EXPERIENCE:

- Town summer league head coach, USA Swimming Club assistant coach, junior college swimming

USMS Committees

and diving head coach

EDUCATION:

MANHATTANVILLE COLLEGE, Purchase, New York
*Bachelor of Arts/Psychology/
New York State Elementary Education Provisional Certification*

WORK EXPERIENCE:

Rockville Centre School District, Rockville Centre, New York April 2005 - Present
Substitute Teacher

CONVERIUM REINSURANCE (NORTH AMERICA) NYC, NY June 2003 – April 2005
Assistant Vice President/Treaty Reinsurance Underwriter

Twenty-two years of progressively responsible insurance experience with proven expertise in all casualty products including treaty reinsurance, large account, alternative risk, excess and umbrella and specialty lines underwriting, production and management.

LETTERS OF NOMINATION/RECOMMENDATION FOR COLLEEN DRISCOLL

As Chairman of the Metropolitan LMSC Inc., it gives me great pleasure to nominate Colleen Driscoll for the position of Vice President for National Operations for United States Masters Swimming.

I have had the privilege of knowing Colleen for many years and would like to share some of her accomplishments with you. Colleen has been around swimming her entire life having swum competitively since the age of seven. She has participated at all levels of swimming from AAU to USA Swimming, AIAW, and finally joining the ranks of Masters Swimming in 1991. Colleen found out early that Masters Swimming gives its' members the opportunity to get directly involved. To this end, she has been an active member of one or more committees ever since her first convention in 1993 and having not missed one since.

Over the last eleven years, Colleen has served on both local and national level committees. At the local level, Colleen has served as Secretary and is currently the Insurance and Safety Coordinator. At the national level, she was appointed Insurance Chair in 1995 and has continued to Chair the committee ever since. She has also actively worked with Legal Counsel, the National Office, Treasurer, Finance for Budgeting, Safety, Long Distance, Championship, Registration, and Communications. If that's not enough, Colleen has also Chaired both national and local Grievance panels.

As anyone can plainly see, Colleen Driscoll has a wealth of swimming knowledge. She has seen where Masters Swimming has come from and where we want to take it. Therefore, it only makes sense to elect a person as knowledgeable as Colleen into a position of Vice President for National Operations to help lead the way.

Have a good swim!

Steve Newman
Badger Masters
Chairman
Metropolitan LMSC Inc.

April 25, 2005

Members of the USMS Election Committee and House of Delegates:

I write to recommend Colleen Driscoll for the United States Masters Swimming elected office of Vice President for National Operations. Colleen has the right mix of business experience, familiarity with USMS and its

USMS Committees

national operations, temperament, organization, and enthusiasm for swimming to make her an excellent candidate for this office.

I have become familiar with Colleen and her abilities in my roles as USMS Legal Counsel and Chair of the USMS Ad Hoc Legal Counselors Committee. Colleen has served as Chair of the USMS Insurance Committee for several years and I have had many occasions to collaborate with Colleen regarding matters of liability and insurance. In addition, I worked with Colleen when she served as the Chair of a grievance committee and spoke with her about issues in her LMSC and observed the mediating role she serves.

The Vice President for National Operations is responsible for coordinating and working with committees that affect the business of USMS, such as finance, legislation, rules, insurance, and registration. This Vice President is also responsible for working with the USMS national office staff. Colleen is well-suited for these roles, both by background and personality. She has many years of experience in the insurance industry, giving her insights into the running of a national business and working within a corporate structure. I have seen her use the professionalism and subject matter expertise that she has developed from this background with me, USMS's insurance broker, her committee, and USMS members. She has the business knowledge to guide finance and insurance, the logical thought process to work with rules and legislation, and the organization to coordinate registration.

Moreover, Colleen has a temperament that will make her an excellent coordinator of the USMS national office and member of the Executive Committee and Board of Directors. She treats others with respect and exhibits a high level of integrity and self-control. These are important qualities for service on bodies that sometimes become involved in contentious issues and heated discussions. I have seen Colleen chair a grievance committee in a calm organized manner and try to resolve matters arising in her LMSC with diplomacy and concern for those involved.

I believe that Colleen would make an excellent Vice President for National Operations and that USMS would benefit from her service. You have my permission to publish this letter in the election materials.

Sincerely,

Patricia M. Powis



MICHAEL HEATHER **CANDIDATE FOR V.P. NATIONAL OPERATIONS**

LMSC: Southern Pacific

Nominated by: Meg Smath

Letters of Reference from: Betsy Durrant and Meg Smath

Summary Statement

USMS has bright prospects for the future due to the legacy of hard work and dedication by many volunteers. I will be ever mindful of the responsibility I have to USMS to equal or exceed those traits in my efforts to serve.

Why are you interested in this position and why do you believe you would be a good candidate?

I have keen knowledge of the nature of national operations of the corporation, having been on the BOD since 1990, Chair of the Convention committee since 1992, and manager of the third largest

committee budget in USMS. I believe that I can help to manage and coordinate the national functions of the corporation.

What do you consider to be the major issues facing USMS now and in the future. As a person holding an elected position within USMS, how would you address these issues?

USMS Committees

Growth, if it is to come, will be a test of our volunteer base and our ability as a group to not only manage large numbers of people, but accommodate them in training locales. I will stress the ongoing importance of reaching out to private, municipal, and institutional aquatic facilities to tout the benefit of USMS programs. I will also promote the notion of USMS actually owning or operating a training and competition facility.

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served: Convention: 1986 – present, 1986 –1988, Bill Tingley, Chair, 1990 – 1992, co chair, 1992- present, chair. Rules, 1989 – 1990. June Krauser, chair. 1998 – present, Planning, Nancy Miller, Betsy Durant, chair.

Please list any other experience that relates to your qualifications for the position.

American Red Cross volunteer, DAT (disaster action team) leader, Logistics committee chair, DAT committee chair. Self employed owner of Machine shop business since 1985. Vice Chair, Treasurer and Chairman of Southern Pacific LMSC 1986- 1992. Active LMSC committee member 1984- present.

Addendum:

During the HOD floor nominations meeting at convention, I will withdraw my consent to run for V.P. of National Operations and seek nomination from the floor for V.P. of Community Services.

RESUME FOR MICHAEL HEATHER

Experience

- Chairman, Convention Committee (USMS) 1992- present
This job includes but is not limited to: coordinating a number of entities and various paid and volunteer individuals, managing and directing committee functions, creating staffing schedules, interpreting and translating meeting schedules, interfacing and solving all manner of delegate requests, providing mass transportation and facility rentals, budgeting for travel and lodging for the entire Board of Directors, Executive committee and some paid staff.
- Owner/Operator, MRH Mold Company, 1984 – present
Duties include: scheduling and coordination of deliveries and receiving, estimating job costs and lead times, interacting and communicating with vendors and clients to clarify terms, design and operation consultation.

Education

- California Polytechnic University, Pomona, 1979- 1981, Small Business Management Major
- Arizona State University, 1974- 1976, Engineering/ Business/ Philosophy
- Pasadena City College, 1972- 1974, (Associate in Arts) Liberal Arts

Related offices

- 1972 Blair High School team captain, 1970, 71, 72 MVP
- 1974 PCC team captain, 1974 MVP, All American (13) 1973, 74
- 1976 ASU team captain
- Meet Manager, SPMA championships, 1992, SCY, LCM
- Co Meet Manager, Holiday Invitational, 1989 –1993 SCM (Long Beach, CA)
- USMS National Champion 1981, 1994, 1995 (relay)
- SPMA Chairman 1992-1993
- SPMA Vice Chairman 1986-1992
- SPMA Treasurer, 1989-1990

LETTERS OF NOMINATION/RECOMMENDATION FOR MICHAEL HEATHER

Date: April 22, 2005

To: Members of the USMS Election Committee
Delegates to the 2005 USMS Convention

USMS Committees

From: Meg Smath

I am honored to nominate Michael Heather as a candidate for Vice President for National Operations.

I have had the pleasure of working with Mike on the Convention Committee off and on since 1991 and can speak firsthand of his tremendous organizational skills. He never forgets to do anything, and he remembers everything. He would be well qualified to coordinate the activities of the committees that affect the business of USMS; he has already been working with these committees for years as he plans each convention. He would be especially well suited to work with the National Office staff, as he has already worked closely with Tracy Grilli on ways to improve the convention.

It is a testament to Mike's ability as a leader that the same people ask to be assigned to the Convention Committee year after year—and this is not exactly one of the high-profile, glamour committees. It requires hard, sometimes tedious work, but Mike makes it enjoyable. In fact, I enjoy working on his committee so much that I have continued to volunteer to work at the certification desk, even though I am no longer a member of the Convention Committee.

Mike is a man of integrity. He is not afraid to state his opinion about an issue, yet he has always been respectful of my opinions if they differed from his. He is passionate about United States Masters Swimming, and would give his all for the organization. He would be a tremendous asset, and I recommend him without reservation.

Date: April 20, 2005

To: Members of the USMS Election Committee
Delegates to the 2005 USMS Convention

From: Betsy Durrant

I am writing to recommend Michael Heather as Vice President for National Operations. Mike is a unique individual who I have come to know well through our work together on the Planning Committee and the Governance subcommittee. I have a great deal of respect for Mike's abilities, thoroughness, and judgment. Most of all, however, I respect Mike's sense of right and wrong.

Many of us know Mike Heather as the Chair of the Convention Committee who makes things run smoothly and entertains us with his comments. We also have come to know Mike as someone who steps up to the microphone to speak when something bothers him. He truly cares about USMS and wants us (the volunteers) to do what is best for the organization.

The Governance subcommittee has worked long and hard, and Mike has been a valuable member of the committee. He always responds, always participates in discussions, and contributes valuable suggestions. The best part of working with Mike is that while he can disagree and offer an alternate solution, he does not belabor the point. He listens to discussion and is willing to work on a compromise. I also value Mike's occasional humorous proposals that make us laugh and put things in perspective.

I believe Vice President for National Operations is a good position for Mike. He knows the organization and will work hard in support of the committees that make the national organization function.

USMS Committees



LEO LETENDRE CANDIDATE FOR V.P. NATIONAL OPERATIONS

LMSC: Ozark

Nominated by: Tom Boak

Recommended by: Anna Lea Roof and Tom Boak

Summary Statement

Swimming has given me much more than I have been able to give back.

I met my wife through Masters swimming and my two daughters have benefited from all of the good associated with this fine sport. Over the years, I have been able to learn more about myself and the sport as I have had the opportunity to serve in various capacities in both USMS and USA-Swimming. As USMS changes the structure of its leadership team, I would like to be able to provide the organization the benefit of the experience it has allowed me to obtain to help define how this new structure functions. If USMS allows me to serve them as a Vice

President, I will be honored to do so.

Why are you interested in this position and why do you believe you would be a good candidate?

With the reorganization of the leadership structure of USMS, we are at a significant if not critical point in our history. We need to place this new structure on a firm foundation in order to not only have it function well in the future but to have it provide the platform from which the organization can grow. I have served in numerous positions in USMS which has provided me with the experience to help each of the committees that come under the purview of this office. Specifically, I have been a member and chairman of the Rules committee, and a member of the Legislation committee. Additionally, I have worked with each of the USMS registrars for many years as the author and maintainer of the software they use. This position has also allowed me to work with the National Office in areas related to registration. Given this background, I believe that I would be a good candidate for the office of VP of National Operations.

What do you consider to be the major issues facing USMS now and in the future. As a person holding an elected position within USMS, how would you address these issues?

There are several issues that must be addressed over the next several years. These include adjusting to the new organizational structure. While it is important it is probably the least challenging issue facing us if we assemble the right group of people as we initially set the group's expectations.

USMS must continue to modernize its systems. We must continue to expand our presence on the Web and actually accelerate the pace of offering members services through it. These services must include membership as well as administrative services such as meet management. As an organization of largely volunteers, we must provide the tools to help these volunteers become more efficient as well as provide better data for the all members. This pursuit may be restrained by budget issues so judicious use of volunteers may be required to fulfill parts of this need.

The organization must continue to attract new and young members who will not only maintain their membership and participation, but who will step forward to become the leaders we will need in the future. We must provide the membership with the information about how we govern ourselves to convince them of the need to participate and then to mentor them as they progress to positions of leadership. Now that we own the entire content of the official magazine, we have a vehicle with which we can occasionally inform our members about this admittedly mundane but important issue.

We must look at ways to improve the quality of our local programs in order to attract and retain members. The improvements needed range from increasing the number of masters coaches, the programs available to non-competitive members to the quality of our meets. For example, there appears to be a need to educate meet directors in order to raise the expectation level for the conduct of all levels of competition.

USMS Committees

Lastly, we need to use our financial resources wisely. The last several years have forced us to change the way we conduct our finances given the rise in insurance costs and the lower return on our investments. We need to watch our expenses and seek new revenue as needed from sources that are consistent with our mission.

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:

- Rules Committee 1984-present; Chair 1998-present; June Krauser, Tom Boak
- *Ad Hoc* Computerization Committee 1992-1993, Chair
- Zone Committee, 1996-1997; Stephanie Walsh
- Legislation Committee, 1998 – present, *ex officio*; Elin Zander, Rob Copeland
- *Ad Hoc* Professional Management Committee, 1998-1999; Hugh Moore
- Officials Committee, 2002-present, David Diehl

Please list any other experience that relates to your qualifications for the position.

- Author and maintainer of the USMS Registration Program, ca. 1995 – present
- Meet Director, USMS Postal Hour Swim, 1994; Postal 10K Championship (ca. 1992-93)
- USMS Database Taskforce, 2001-2002
- USMS representative to Our Kids Initiative, 2004-2005
- Ozark LMSC Chairman, 1991-2003
- Ozark LMSC Top Ten Recorder, 1982 – 2000
- Ozark LMSC Officials Chairman, 1992 - 2002
- St. Louis Masters Swim Team president, 1992-1998
- USA-Swimming Rules Committee, *ex-officio*, 2004 – present
- USA-Swimming Official, 1989-present, Administrative Referee, National Championship Certified
- President, Parkway Swim Team (USA-Swimming) 1997-2000

RESUME FOR LEO LETENDRE

An active member of USMS since 1981

USMS Committees served

- Member, Rules Committee, 1984 – present
- Chairman, Rules Committee, 1998 – present
- Member, Officials Committee, 2002 – present
- Member, *ex-officio*, Legislation Committee, 1998-present
- Member, *Ad Hoc* Professional Management Committee, 1998-1999
- Member, Zone Committee, 1996-1997
- Chairman, *Ad Hoc* Computerization Committee, 1992-1993

USMS Taskforce

- Member, USMS Database Taskforce, 2001-2002

Other USMS Experience

- Author, USMS Registration Computer Program, ca. 1995 – present
- Representative to the Our Kids Initiative, 2004 – present
- Meet Director, USMS Postal Hour Swim, 1994
- Meet Director, USMS Postal 10K Swim, 1992 – 1993
- Chairman, Ozark LMSC, 1991 – 2003
- Top Ten Recorder, Ozark LMSC, 1982 – 2000
- Officials Chairman, Ozark LMSC, 1992- 2002
- President, St. Louis Masters Swim Team, 1992 – 1998

USMS Committees

USA-Swimming Experience

- Member, *ex-officio*, USA-S Rules Committee (USMS representative), 2003- present
- Official, Administrative Referee, 1989 – present
- Official, National Championship Certified, 1994 – present
- President, Parkway Swim Club, 1997 – 2000

Awards

- Ransom Arthur Award, 2004
- NCAA Post-Graduate Scholar, 1975

Personal

I am married to a USMS swimmer and coach, Diane and I have two swimming daughters, Claire and Denise. My most recent and significant swimming accomplishment outside of USMS has been as a key instigator in forcing the Missouri State High School Activity Association to permit high school swimmers to continue working with their USA-S club while swimming for their high school.

LETTERS OF NOMINATION/RECOMMENDATION FOR JULIE HEATHER

To: Chairman, Elections Committee

From: Tom Boak, Past President

Re: Leo Letendre
Letter of Nomination and Recommendation

I would like to nominate Leo Letendre for the position of USMS Vice President, National Operations.

I have known Leo for over twenty years and have watched him mature in his positions with United States Masters Swimming. I have served with him on the Rules Committee since 1989, originally with June Krauser as Chair. From 1993 to 1997, I chaired the Rules Committee, and chose Leo to succeed me as Chair, a position in which he has served since then. Leo has a special ability to keep the discussion on target and focused on the real issue, and has handled the Convention presentation in an exemplary fashion.

In addition to serving on the Rules Committee, Leo has been active in many other activities at the local, zone and national level. In particular, he was a member of the Database Task Force, and is author of the USMS Registration program. He served as Chairman of the Ozark LMSC for twelve years and was President of St. Louis Masters Swim Team for six years. He has been a Meet Director, a Top Ten Recorder, and is a USA-Swimming Official.

Leo has given his time and energy in many different areas of masters swimming. I cannot think of another individual more deserving of a Vice Presidency than Leo Letendre.

I give permission for this letter to be published.

To: Chairman, Elections Committee
United States Masters Swimming, Inc.

From: Anna Lea Roof
Chairman, Registration Committee

Re: Leo Letendre
Letter of Recommendation

It is my pleasure to recommend Leo Letendre for the position of Vice President of United States Masters Swimming.

USMS Committees

In doing a little research on Leo, I discovered an interesting fact. Leo was not the official Ozark delegate to his first USMS convention in 1983; his wife, Diane, was the delegate. Diane, feeling a little uncomfortable about taking on such a role, invited Leo to come along. As Diane puts it, "Leo got to the convention, started talking, and never shut up."

Twenty years later Leo may be a little quieter, but his dedication and commitment to USMS is still going, and going, and going.

Leo's contribution to the development and maintenance of the USMS Registration Software ("Leoware") has been invaluable. As the Chairman of the Registration Committee I've seen first-hand the complexity of our registration system. Leo has worked tirelessly to improve and streamline transmittals to the National Office. I honestly don't know where we would be today without him.

In both his professional and his swimming lives, Leo has accomplished an amazing list of feats. He's also the smartest person I know. I'm looking forward to seeing him serve as Vice President of USMS.



MEG SMATH CANDIDATE FOR SECRETARY

LMSC: Kentucky

Nominated by: Bill Tingley

Recommended by: Betsy Durrant and Leo Letendre

Summary Statement

I would like to contribute more to USMS by being elected secretary. My job as an editor, as well as having served as secretary in several other organizations, uniquely qualifies me for the position. If elected, I would like to focus on communication as a means to improve USMS and promote intelligent growth—increasing our membership as an outgrowth of us getting the message out that USMS has something to offer.

Why are you interested in this position and why do you believe you would be a good candidate?

I have been very involved with USMS for many years as chair of the Publications Committee and editor of the rule book. I would like to contribute more as a member of the Executive Committee. I am well qualified for secretary because of my job as an editor at the Kentucky Geological Survey, and because I have held the position of secretary in several other organizations, including my LMSC. I take excellent, complete notes, and my minutes would be an accurate reflection of what took place at meetings. I would also be more than capable of handling the official correspondence. I am well organized and would efficiently deliver notices of meetings. I am proficient in many types of software that would be beneficial for this job, including Word, InDesign, Photoshop, Acrobat, and Excel.

I also feel I could bring a fresh perspective to the Executive Committee. I am not an elite swimmer, although I compete as often as I can and do my very best. Neither am I strictly a fitness swimmer. I'm somewhere in between, and I think I could help USMS strike a balance between the various needs of our members.

What do you consider to be the major issues facing USMS now and in the future. As a person holding an elected position within USMS, how would you address these issues?

Probably the most crucial issue is dealing with growing pains. As our membership has increased, even day-to-day operations have become a challenge. To do more than simply maintain the status quo, we must change the way we operate, a process already well under way with these elections. At the same time, we must not alienate our core membership—growth for growth's sake will wind up disappointing both current and future members. Increasing our membership must be an outgrowth of us getting the message out that USMS has something to offer. In other words, communication is key. And communication means being willing to listen

USMS Committees

too. We need to tell the world about ourselves, but we also need to listen to what the active adult population is asking for, and if necessary and feasible, be willing to adapt to meet those needs. And we need to provide more services to our noncompetitive members, while maintaining our commitment to those who do compete. If elected, I would gather and evaluate information, and make appropriate recommendations and decisions.

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:

- Communications Committee, 2001–present (vice chair 2005). Served under Hugh Moore.
- Convention Committee, 1991, 1996–2000, 2002–2004. Served under Bill Tingley and Michael Heather.
- Officials Committee, 1996–97. Served under Sally Dillon.
- Legislation Committee (ex-officio), 1998–present. Served under Elin Zander and Rob Copeland.
- Professional Management Committee, 1998–2000.
- Publications Committee (previously Rule Book Committee), 1991–present (chair 1994–present). Served under Kathy Casey/Gail Dummer and Julie Paque.
- Ransom Arthur Award (now Recognition and Awards) Committee, 1993.
- Rules Committee (ex-officio), 1998–present. Served under Leo Letendre.

Please list any other experience that relates to your qualifications for the position.

- Secretary of Kentucky LMSC since 1999; formerly Officials Chair
- Webmaster for the Kentucky LMSC
- President of Wildcat Masters (a subgroup of Swim Kentucky Masters) since 1988, and in that capacity have served as meet director for Wildcat Masters Invitational (the Kentucky LMSC short course championship meet) since then.
- NCAA-certified swimming official; worked NCAA and NAIA meets (including the SEC championships) as a starter, referee, and stroke and turn judge. Also worked numerous Masters (including 1991 LC nationals in Elizabethtown, Ky.) and high school meets
- Secretary, editor, and board member of the Central Kentucky Shetland Sheepdog Club
- Member of the board of directors of the Association of Earth Science Editors
- Editor of the newsletter and former secretary of the Kentucky Society of Professional Geologists

RESUME FOR MEG SMATH

Family: Husband, Richard; son, Joey (age 12); two dogs (Bogie and Phoebe), one cat (Midnight) **Email:** megsmath@bluegrass.net or msmath@uky.edu

Education: 1974: Hillwood High School, Nashville, Tenn.
1978: B.A., *cum laude*, Vanderbilt University, Nashville, Tenn.

Work Experience: 1972: Castner-Knott Department Store, Nashville, Tenn., retail sales
1974–78: Joint University Libraries, Vanderbilt University, library assistant
1978–present: Geologic editor, Kentucky Geological Survey, Lexington, Ky.

Professional Societies: 1982–present: Kentucky Society of Professional Geologists (secretary, 1985–88; newsletter editor, 2002–present)
1997–present: Association of Earth Science Editors (director, 2004–present)
1998–present: UKadvance (Advisory Council, 2002–present; chair, Applications Committee, 2004)

Social Organizations: 1975–present: Alpha Delta Pi sorority
1978–present: Vanderbilt Alumni Association
1980–present: Central Kentucky Shetland Sheepdog Club
2002–present: National Commodore Club

USMS Committees

Competitive Swimming Experience:

1968–1974: West Meade Swim Club, Nashville, Tenn.

1984–present: U.S. Masters Swimming (Lexington Masters, Wildcat Masters, Swim Kentucky Masters)

Administrative Swimming Experience:

1986–present: Swimming official (NCAA-certified)

1988–present: President, Wildcat Masters (meet director, Wildcat Masters Invitational)

1988–present: Kentucky Local Masters Swimming Committee

1990–present: U.S. Aquatic Sports Convention

1991–present: USMS Publications (formerly Rule Book) Committee (chair, 1994–present)

1991, 1996–2000, 2002–2004: USMS Convention Committee

1993: USMS Ransom Arthur Award Committee

1995–2000: KY-LMSC Officials Chair

1996–1997: USMS Officials Committee

1996–present: KY-LMSC Webmaster

1998–2000: USMS Professional Management Committee

1998–present: Ex-officio, USMS Legislation and Rules Committees

1999–present: KY-LMSC Secretary

2004–present: USMS Communications Committee (vice-chair, 2005)

LETTERS OF NOMINATION/RECOMMENDATION FOR MEG SMATH

Date: April 13, 2005

To: Members of the USMS Election Committee
Delegates to the 2005 USMS Convention

From: Bill Tingley, chair, Kentucky LMSC

I am honored to nominate Meg Smath for the office of secretary.

Date: April 13, 2005

To: Members of the USMS Election Committee
Delegates to the 2005 USMS Convention

From: Betsy Durrant

I consider it an honor to be asked to write a letter of recommendation for Meg Smath for the office of USMS Secretary. I recommend Meg with great enthusiasm.

Meg has all of the characteristics of a wonderful USMS officer. She has experience in working for USMS on the local and national level. She has demonstrated great loyalty to USMS, and she has shown how much she enjoys participating as an athlete and as a volunteer. Best of all, Meg has a wonderful sense of humor that allows her to work through difficult problems and work with others to accomplish great things.

Among other jobs, Meg is a meet director on the local level and a committee chair on the national level. This combination of experience gives her the valuable ability to see a situation from different views. Her organizational skills, attention to detail, and promptness are important qualities for the position of Secretary.

USMS Committees

What more can I say? Meg Smath will make an outstanding Secretary for USMS!

April 21, 2005

USMS Nominating Committee,

It is with pleasure that I write this letter in support of Meg Smath for the office of USMS Secretary. I have known and worked with Meg for over 15 years. Our work together has generally been involved with the publication of the USMS rules and portions of the LMSC handbook. Throughout the years, Meg has demonstrated the skills that will make her an excellent representative of USMS as her ability to communicate with the written word is superior. Meg has also demonstrated the ability to work with the gamut of personalities found within our organization. She is also able to work under tight timelines as the rulebook has often been finalized shortly before the publication deadline. For these reasons, I believe that Meg's combination of talents make her an excellent choice for Secretary of USMS.

Sincerely,

Leo Letendre



THOMAS D. BOAK CANDIDATE FOR TREASURER

LMSC: Gulf

Nominated by: Doug Church

Letters of Reference from: Nancy Ridout and Doug Church

Summary Statement

I have had a very real passion for United States Masters Swimming since becoming involved in 1977. First at the local level and then at the National level, I have been active in our organization for almost thirty years as a swimmer, a coach, a meet director, and an administrator. I still see things that need to be done, and I believe that I can make a very real contribution to the new administration.

Why are you interested in this position and why do you believe you would be a good candidate?

I have broad and varied experience at all levels within our organization and believe that my perspective will be valuable to the new Executive Committee. With respect to the position of Treasurer, I have chaired the Finance Committee for the past four years, which has given me the opportunity to work closely with the current Treasurer and Controller. I also have a good understanding of the financial policies of USMS.

What do you consider to be the major issues facing USMS now and in the future. As a person holding an elected position within USMS, how would you address these issues?

I am concerned about the lack of growth in our organization over the past four years. I believe we need to investigate the defection of some of our coaches as a result of our policies regarding membership and insurance and we need to put more emphasis on a comprehensive marketing strategy. I also believe that the current "top-down" approach toward management and communication is not the best way to involve the members of our organization in the decision-making process. I would hope to help re-establish a concept of management which encourages more grass roots involvement.

USMS Committees

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:

Chairman of the Championship Committee (1982-1985); President of USMS (1985-1989), Executive Committee of USMS (1985-1993); Rules Committee member (June Krauser 1989-1993, Leo Letendre 1997-present), Chairman (1993-1997); Chairman of the Finance Committee (2001-2005)

Please list any other experience that relates to your qualifications for the position

Part of my "real job" responsibilities include personally handling all of the accounting for a corporation (custom home builder) and a limited partnership (real estate development).

RESUME FOR TOM BOAK

United States Masters Swimming, Inc.

National Administration

- First USMS Convention in Snow Bird, Utah in 1981
- Attended every Convention from 1981 to present
- Meet Director, USMS SC Championships, The Woodlands, TX - 1982
- Chairman, Championship Committee, 1982-1985
- President, United States Masters Swimming, 1985-1989
- Executive Committee, USMS, 1985-1989
- Asst. Meet Director, USMS LC Championships, The Woodlands, TX – 1987
- Meet Director, USMS LC Championships, The Woodlands, TX – 1990
- Rules Committee, 1989-present
- Chairman, Rules Committee, 1993-1997
- Chairman, Finance Committee, 2001-present

Awards

- Ransom Arthur Award – 1990
- Meet Directors Award – 1994
- Rule Book Dedication – 2003

Local Administration

- Gulf LMSC – multiple positions held, including Chairman
- Currently active at the LMSC level

Athlete

- Began swimming as an adult in 1977 and entered my first competition in 1978
- National Champion multiple times
- World Champion multiple times
- Numerous Top Ten
- All-American, 1988 and 1989

Coach

- The Woodlands Masters Swim Team – a coach since 2002
- ASCA Level Four

LETTERS OF NOMINATION/RECOMMENDATION FOR TOM BOAK

United States Masters Swimming, Inc.
Elections/Nominating Committee

Re: The Nomination of Tom Boak of Texas to the Office of Treasurer

USMS Committees

Dear Members of the Committee:

It is with great pleasure that I submit for your consideration the name of Tom Boak of The Woodlands, Texas, for nomination to the office of Treasurer of United States Masters Swimming, Inc. Tom is so well known to Masters swimmers that most of what I can say will be "old news" but it is worth reminding you of his many accomplishments and his dedication to this organization.

As a dedicated participant in the organizational activities of USMS, Tom has served as a member of the House of Delegates every year since 1981, is currently the Chair of the Finance Committee, has served as chair of both Championship and Rules, and, from 1985 to 1989, he served as President of USMS. He has played a leading role in many of the initiatives of USMS and he has routinely provided a point of view that has been persuasive to members of the House of Delegates. Tom was awarded the Ransom Arthur Award (1990) and Meet Directors Award (1994). In 2004, USMS dedicated the Rule Book to Tom for his many years of service to the organization.

As a Masters swimmer, Tom has found a place for himself in Top Ten numerous times, occasionally having achieved the fastest time of the year in his age group.

Tom Boak epitomizes the best of USMS- a great swimmer, a dedicated leader, and a member in service to this organization.

USMS can do no better than to have Tom serve as its Treasurer and a member of the Executive Committee.

Cordially yours,

Douglas D. Church

March 30, 2005

To the USMS Elections Committee,

It is my honor and privilege to second the nomination of Tom Boak for the position of Treasurer. His specific qualifications are duly noted on his résumé and letter of nomination and I would rather share my perception and experience as regards Tom's leadership and management skills in this letter of support.

My first experience and involvement in working with Tom was during his term as USMS President, when I served as Secretary – 1986-1990. This was before the days of widespread internet access, yet Tom realized the value of his Executive Committee and kept us all informed and updated on current activities. He communicated often, soliciting suggestions and opinions, and fostered the concept of a team approach. Tom was open to new ideas and of ways to utilize the talents of others. He encouraged the Executive Committee members, as well as all those in leadership positions, to initiate new programs and projects.

As Rules Chair, Tom continued to contribute his management and leadership skills and organized this committee into an efficient, productive committee that was not only reactive, to proposals, but also pro-active, as to organizational needs. Again, he invited participation of his committee members throughout the year and thereby streamlined the previously long process of the committee at the convention. He demonstrated his belief that everyone qualified should have the opportunity to provide leadership and that no one should stay in a position forever, by offering to resign as Rules Chair when I was elected President. This was a magnanimous gesture on his part that allowed another person to carry on and contribute to our program. His contributions to USMS however, were not at an end.

Tom again responded affirmatively to the leadership request of the current Executive Committee to serve as Finance Chair. And, again, he has used his management abilities and leadership to streamline the activity of this committee so that its members are able to participate in more of the convention than just

USMS Committees

Finance meetings. He has taken seriously his responsibility as steward of the organization's financial resources and initiated a balanced budget proposal that has already been accomplished.

Tom is open to new ideas, is thoughtful and practical, puts the organization's needs ahead of his own desires, and is totally dedicated to seeing that USMS continues to thrive in the present day. He has served our organization well for twenty years, whenever asked, and will lead if elected with reason and enthusiasm for its continued success. Tom Boak is an excellent choice for the position of Treasurer of United States Masters Swimming. He has the experience, the skills, the intelligence, and the passion to represent the best interests of USMS in the new governance system that will go into effect after this election.

Sincerely,

Nancy Ridout



ANNA LEA ROOF CANDIDATE FOR DIRECTOR FROM BREADBASKET ZONE

LMSC: Missouri Valley

Nominated by: Anthony Thompson

Letters of Reference from: Tom Boak and Anthony Thompson

Summary Statement

Yes, there really are USMS members in the Land of Oz (Kansas)! I have enjoyed serving USMS at the National level and would like to continue to do so. In no other job or activity have I ever been surrounded by such an intelligent, talented group of people who are all so committed to achieving a common goal. My experience on the Finance and Registration Committees as well as the Database Task Force have given me a broad understanding of the workings of USMS. Thank you for your consideration!

Why are you interested in this position and why do you believe you would be a good candidate?

I have enjoyed serving USMS at the National level and would like to continue to do so. In no other job or activity have I ever been surrounded by such an intelligent, talented group of people who are all so committed to achieving a common goal.

Why would I be a good candidate? Because I'm a swimmer in a situation familiar to a large number of our USMS members. I come from a small LMSC (less than 250 swimmers) in a sparsely-populated Zone. I live in a city with very few organized Masters swim teams. I'm lucky to be able to swim with one of them, but it's been a constant struggle for our team to stay alive. I have absolutely no natural athletic ability whatsoever (I was the kid who got C's in gym class in junior high). Needless to say, I didn't compete in any organized sports in school. It wasn't until I joined a Masters group in my mid-twenties that I learned the "proper" way to swim.

My point is that I understand the needs and desires of the "average" Masters swimmer and will keep them in mind when making decisions.

What do you consider to be the major issues facing USMS now and in the future. As a person holding an elected position within USMS, how would you address these issues?

United States Masters Swimming is the best-kept secret around. We need to change that! One way to do that is to make it as easy as possible to join USMS. I'm talking about a topic that is near and dear to my heart: online registration. Our current registration system (through 53 different LMSCs) presents a unique set of challenges for online registration. It's a complex issue, but one we need to address.

Another issue is one that I have observed on my own team: the vast majority of them do not compete in swim meets. We need to ensure that USMS provides value to them as well as the more "elite" swimmers.

USMS Committees

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:

- Chair, Registration Committee, 2001 to present
- Member, Registration Committee, 1997 to present; Chair: Sarah Hromada
 - Finance Committee, 1994 to present; Chairs: Dave Zander, Jeanne Ensign, Doug Church, Tom Boak
- Member, USMS Database Task Force, 2003

Please list any other experience that relates to your qualifications for the position.

- Recipient of the USMS Dorothy Donnelly Service Award, 2004
- Breadbasket Zone Chair, 1997 to 1999
- Registrar, Missouri Valley LMSC, 1989 to present
- Treasurer, Missouri Valley LMSC, 1989 to 2004
- Interim Chair, Missouri Valley LMSC, 2003
- Meet Director for a zillion meets

RESUME FOR ANNA LEA ROOF

USMS Experience—National

- Chairman, Registration Committee, 2001-present
- Member, Registration Committee, 1997-present
- Member, Finance Committee, 1993-present
- Member, Database Task Force, 2003
- Recipient of the Dorothy Donnelly Service Award, 2004
-

USMS Experience—Zone (Breadbasket)

- Zone Chair, 1997-1999

USMS Experience—LMSC (Missouri Valley)

- Registrar, 1989-present
- Treasurer, 1989-2004
- Interim Chair, 2003
- Meet Director for countless swim meets

USMS Experience—Team

- Member of the Kansas City Blazers Masters swim team, 1987-present
- a.

Education and Professional Experience

- BS, Mechanical Engineering, the University of Kansas, 1983
- Member, Mechanical Engineering Advisory Board, University of Kansas, 2001-present
- I've spent most of my career working as a Manufacturing Engineer. I currently work for a company that makes machined metal parts (mostly nozzles for fuel injectors) for the automotive industry.

Other Stuff

I spend far too much time swimming and not nearly enough time on “responsible” tasks, like cleaning

the house! In the summer I spend a lot of time growing tomatoes in my garden. Consequently I devote a lot of time to protecting my tomato plants from various forms of wildlife, including the neighbors' 130-pound Labrador Retriever (he loves tomatoes).

Other fun facts: I drive a 12-year-old Subaru (bought new) which now has 185,000 miles on it. I had the chicken pox for the first time at the age of 36. I've ridden a luge. I've seen the world's largest ball

of twine. I've swum across the Mississippi River.

USMS Committees

LETTERS OF NOMINATION/RECOMMENDATION FOR ANNA LEA ROOF

25-April-2005

To the USMS Election Committee:

It is my pleasure to nominate Anna Lea Roof for the office of USMS Board of Directors (BOD) from the Breadbasket Zone.

Anna Lea has been an active member of Missouri Valley (MOVY) Masters Swimming for 18 years. She has served the membership of MOVY by holding the offices of Registrar for 16 years and Treasurer for 15 years. She also served as acting Chair of MOVY for nearly a year during a transition period between elected chairs. She has been the meet director for numerous meets held in the Kansas City area, including at least two Zone championship meets. She helped in creating our all-relay meet which utilizes a unique pool that allows all three courses to be swum in one facility in one day.

Within the Breadbasket Zone, she has been an active supporter of zone projects. She has served as the Zone representative to the USMS Zone Committee.

Anna Lea has also served USMS by attending convention as the delegate from MOVY for twelve years. She served on several committees including Finance and Registration. She served on the Database Task Force. Over the last four years, she has been the Chair of the Registration Committee and therefore served on the Board of Directors.

In 2004, Anna Lea was one of the Dorothy Donnelly Service Award winners for her years of dedication and service to USMS.

She is an idea candidate for BOD due to her past service to USMS. With a broad outlook toward national issues and an independent Midwestern perspective, she will be of great value to USMS as a member of a small LMSC in a smaller zone of a big organization.

As delegates review this information provided in whatever manner the Election Committee finds appropriate, the candidacy of Anna Lea Roof should be viewed as a supportive position to educate, grow and serve the membership of USMS.

Submitted Respectfully,

Anthony Thompson, Chair
Missouri Valley LMSC

To: Chairman, Elections Committee
United States Masters Swimming, Inc.

From: Tom Boak, Past President
Chairman, Finance Committee

Re: Anna Lea Roof
Letter of Recommendation

Anna Lea Roof has been a dedicated volunteer for United States Masters Swimming for the past fifteen years. She has been particularly active at the LMSC level, as Registrar of the Missouri Valley LMSC since 1989 and Treasurer from 1989 to 2004.

She burst on the national scene in 1993 as a delegate to the Convention and immediately became involved in Finance, serving on the committee from 1993 to present (chairs Dave Zander, Jeanne Ensign, Doug Church

USMS Committees

and myself), the Registration Committee during the same period, then serving as its chair since 2001, and as a member of the USMS Database Taskforce.

She is a swimmer and a meet director (as she puts it, "for a zillion swim meets"), and she received a Dorothy Donnelly Service Award in 2004.

On a personal note, when the Convention was held in Kansas City, Carolyn and I decided to stay an extra day to enjoy the city. We were speaking with Anna Lea after the Convention had ended, and told her we were "hanging out" Sunday afternoon. So, she took us on a tour of the city, had a late lunch with us, and made our day something we will always remember.

This is the kind of individual we want as a member of the next Board of Directors. Please support Anna Lea Roof as Director of the Breadbasket Zone.

USMS Committees



BETSY DURRANT CANDIDATE FOR DIRECTOR FROM COLONIES ZONE

LMSC: Virginia

Nominated by: Charles Cockrell

Letters of Reference from: Maria Doelger and Charles Cockrell

Summary Statement

I love Masters Swimming; it is an important part of my life. I enjoy training and racing, but most of all I love being with other Masters swimmers. The feeling of camaraderie is difficult to explain to others. USMS is a unique entity in that the participants make the rules and run the organization. As USMS grows and matures, changes need to be made in how we do things. I want to participate in implementing changes because we need to be more responsive and efficient, but I don't want us to lose the character of the organization that makes it

unique.

Why are you interested in this position and why do you believe you would be a good candidate?

I am interested in this position on the BOD because I want to be involved in implementing the new governance structure of USMS. I have experience on both the local level and the national level and believe I have a good perspective on the needs of our organization.

What do you consider to be the major issues facing USMS now and in the future. As a person holding an elected position within USMS, how would you address these issues?

The major issues are: (1) Governance – making the organization responsive to the needs of the membership, (2) Finances – making sure that USMS is adequately funded and that our resources are used wisely, (3) Programs/workouts – increasing the availability of coached workouts, expanding Masters programs to new facilities.

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:

- Zone Committee: 1987-88, Edie Gruender, Chair; 1989-90, Pat Maley, Chair
- Executive Committee (Zone Chair): 1991-93, Dan Gruender, President; 1994-95, Mel Goldstein, President
- Executive Committee (Secretary): 1997-2001, Nancy Ridout, President
- Planning Committee Chair: 2001 – Present
- Finance Committee: 2002 – Present, Tom Boak, Chair

Please list any other experience that relates to your qualifications for the position.

Chair of the Governance Subcommittee. I have worked with an outstanding committee with input from the HOD and BOD. I want to be a part of implementation of our new structure.

RESUME FOR BETSY DURRANT

Education

B.A., Religion, 1963, Duke University, Durham, NC

M.S., Education, 1987, Old Dominion University, Norfolk, VA

EMPLOYMENT EXPERIENCE

Secondary Mathematics Teacher

1963-1976 Virginia, California, New Jersey, Kansas, North Carolina

1976-1998 First Colonial High School, Virginia Beach, Virginia;

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Mathematics Department Chairman 1986-1998

MASTERS SWIMMING EXPERIENCE

Began training/competition, North Carolina, 1973-1976

Continued training/competition, Virginia, 1978-Present

LMSC Involvement

Chairman, LMSC for Virginia, 1980-1984

Registrar, 1984-1995

Newsletter Editor, 1996-Present (LMSC and team newsletter, published monthly)

Meet Director or Co-Director for fall meet, 1980-2000

Race Director or Co-Director for open water swim, 1983-2003

USMS Involvement

Colonies Zone Representative, 1987-1991

Zone Chair, 1991-1995

Top Ten Subscriptions, 1992-2000

Maintained data base of subscriptions/renewals, prepared labels for each issue

Chairman, Ad-Hoc Committee for Executive Secretary, 1994-1996

Committee developed job description and established procedure for hiring new Executive Secretary. Received all applications, resumes, etc., and reproduced all materials for Executive Committee.

Chairman, Subcommittee on Executive Director Position, 1995-1996

Part of Planning Committee. Developed, conducted, and tabulated survey of convention delegates and LMSC Chairmen.

USMS Secretary, 1997-2001

Planning Committee Chairman, 2001-Present

Chairman, Subcommittee on Governance, 2003-Present

Member of Finance Committee, 2002-Present

LETTERS OF NOMINATION/RECOMMENDATION FOR BETSY DURRANT

Lynn Hazlewood

Zone Committee Chair

Dear Lynn:

It is my pleasure to nominate Betsy Durrant for the United States Masters Swimming (USMS), Inc. Board of Directors and to provide a letter of reference in support of this nomination.

Betsy has held many different leadership positions within USMS, which encompass significant contributions at the club, LMSC, and national level. She was the first Chair of the Virginia Local Masters Swim Committee (LMSC), organized in 1980, and was instrumental in establishing the Virginia Masters Swim Team (VMST). She also served as Virginia LMSC Registration Chair from 1984 through 1995.

During my tenure as LMSC Chair, Betsy has not only served as our VMST and LMSC Newsletter Editor, but has also been a highly valued member of my LMSC Board of Directors, contributing to many ongoing LMSC projects. She constantly looks for ways to help us accomplish our goal of strengthening masters swimming programs in Virginia. Having previously served as a Meet Director for two long-running Virginia Masters competitions for more than 20 years, she now actively mentors new meet directors to provide them with them with insights and tools to conduct successful events. She has also assisted as a liaison to our state Senior Games organization, helping to improve the quality of the swimming competition and recruit new members. These are just examples of the many ways she has contributed to the growth of masters swimming above and beyond any specific office or committee assignment.

Betsy has also held several leadership positions at the national level within USMS. Recently, as Chair of the USMS Planning Committee, Betsy led the committee through a study that culminated in recommendations to

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restructure national offices and the USMS Board of Directors. This insight and experience will be of great value as the restructured Board begins operation following the 2005 elections. Prior to becoming Chair of the Planning Committee, she served as Colonies Zone Representative, Zone Chair, and USMS Secretary. Despite her commitments at the national level, she always makes time to apply her experience and insights to projects and issues within our club and LMSC.

Betsy's resume is indicative of her desire to undertake important jobs and contribute to the USMS mission. I believe that her experience and abilities will make her an asset to the USMS Board of Directors.

Sincerely,

(Original Signed By)

Charles E. Cockrell, Jr.
Virginia LMSC Chair
United States Masters Swimming, Inc.

TO: Members of the USMS Election Committee
Delegates to the 2005 USMS Convention

FR: Maria Doelger
Metropolitan LMSC Registrar
Member, Planning Committee
Member, Governance Taskforce
Member, Marketing Committee

RE: Support for Candidacy of Betsy Durrant for USMS Board of Directors

This letter is written in **very** strong support for the candidacy of Betsy Durrant of the Colonies Zone for a position on the USMS Board of Directors. Betsy has served our organization in many capacities – as a Zone representative, Zone Chair and Secretary. She is currently a member of the Finance Committee and Chair of the Planning Committee.

It is in this last capacity that I can speak personally of Betsy's qualifications. I have had the pleasure to work closely with her as a member of the Planning Committee and the smaller Governance Taskforce for the past two years. Her leadership has been instrumental in the revamping of our organization into one which should prove more effective and nimble. Simply put, without Betsy to keep us all on track we would not have made any progress on the new governance structure.

Betsy knows how to act as an effective mediator when disputes arise, and also how to hold our feet to the fire on deadlines. And, most importantly, she knows exactly when she has to take on either role.

She is thorough in her background research and always prepared for meetings. She is committed to moving the organization forward, yet respectful of its history and the volunteers who serve for its benefit.

She is an excellent choice for the Board of Directors and I believe her guidance to be crucial as we embark on the new structure, not only for those of us in the Colonies Zone, but also for all USMS members. She will serve us all well.

I am delighted to write this letter in support of her candidacy and happy to talk to anyone who would like more information.

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NADINE KATHY MIYOKO DAY CANDIDATE FOR DIRECTOR FROM GREAT LAKES ZONE

LMSC: Central

Nominated by: Dick Pitman

Letters of Reference from: Cheryl Gettlefinger and Mark Gill

Summary Statement

I wish to submit my nomination for the Great Lakes Zone Board of Directors position. My life of swimming started when I was a toddler; it progressed through my developmental years and then through college at Northwestern University. Following the attainment of my master's degree in physical therapy I settled into my profession and returned to swimming primarily because USMS and Central LMSC made it a possibility.

Leadership, advocacy, and administrative roles in my professional life outfit me for the Board of Directors position. When I consider issues I strive to look at the forest as well as the trees; in those processes I gain the respect of my peers, in the broadest of senses.

Within the first year of my master swimming career in Illinois, I became the sanction chair. The following year, I was elected Vice Chair. Beginning in September 2005 I will serve Central (Illinois) as its Chair. Last year at convention, I served as the interim Great Lakes Zone Chair.

My passion for, and commitment to, swimming, in all of its many facets, will serve as my guidepost in my delivery of services to USMS as a member of its Board of Directors.

Why are you interested in this position and why do you believe you would be a good candidate?

United States Master Swimming is an outstanding organization dedicated to swimming and swimming is my life's passion. From my current status, the only logical next step in the development of my life's passion is to serve USMS and work with its constituents in a more fervent capacity – that of a member of the Board of Directors.

What do you consider to be the major issues facing USMS now and in the future. As a person holding an elected position within USMS, how would you address these issues?

One of the immediate issues facing USMS is its new governance. As a team player I believe I work well with others and understand the necessity of forming a consensus for group direction. My leadership skills and the ability to delegate responsibilities necessarily lead to task completion.

Another critical issue for USMS is what I characterize as our non-thriving membership. I believe we can and must marshal our governance to collaborate with USA Swimming, ASCA, YMCA, Universities and other organizations to make USMS more visible not only to those constituents who desire competition but also to those potential constituents with a fitness-oriented focus.

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:

- Sports Medicine 2003-current
- Marketing 2003-current
- Safety Education 2004-current

Please list any other experience that relates to your qualifications for the position.

Besides being a swimmer for nearly 30 years, I am a physical therapist. While also working as an

USMS Committees

administrative coordinator and as a director of rehabilitation, I was responsible for budgeting and renovations. I am also head coach for Schlarman High School girls swim team and a volunteer coach for the Aqua Chiefs, age group team in Champaign, Illinois.

RESUME FOR NADINE DAY

Work Experience:

Christie Clinic—Administrative Coordinator 2004–Present

Provena Covenant Medical Center—Out-Patient Physical Therapist 2002–2004

Hoopeston Hospital

Director of Rehab Services 1999–2002

Physical Therapy Manager 1998–1999

Staff Physical Therapist 1997–1998

United Samaritans Medical Center—Staff Physical Therapist 1996–1997

United States Master Swimming

- Member of the Sports Medicine Committee
- Member of the Safety Education Committee
- Member of the Marketing Committee
- Author of articles pertaining to Master Swimming and recovery from injuries

Central Master Swimming Association

- Chairperson newly elected 2005-2007
- Vice Chairperson 2003-2005
- Sanction Chairperson 2002-2005

Other

- Master Swim/Technique Coach
- Schlarman High School Head Girl's Swim Coach
- McKinley YMCA Board Member

Education

- University of North Dakota, Grand Forks, ND
 - Masters in Physical Therapy 1996
 - Bachelor of Science in Physical Therapy 1995
- Northwestern University, Evanston, IL
 - Bachelor of Science in Education-Human Development 1992

LETTERS OF NOMINATION/RECOMMENDATION FOR NADINE DAY

April 14, 2005

To Whom It May Concern:

I wish to Nominate Nadine Day to Board of Directors from the Great Lakes Zone.

Dick Pitman, Chair, Wisconsin Masters Swimming

April 25, 2005

To the USMS Nomination Committee,

I would like to recommend Nadine Day for the position of Great Lakes Zone Director. I believe she has the commitment, experience and passion to help move our organization forward. Although I have only been a member of the Great Lakes Zone for the past few months, I have been aware of her involvement in masters

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swimming over the last three years.

Nadine has the amazing ability to make people feel included, wanted and important within USMS. She is constantly encouraging swimmers to join and be a part of our great sport. At many meets I have been to, Nadine can be seen walking up and down the sides of the pool cheering for swimmers, not only from her team, but all swimmers. I feel this type of inclusive attitude is exactly what we need to best serve not only the competitive swimmers, but also the fitness swimmers.

In addition to her ability to grow our membership, Nadine also excels at the education of swimmers. She has served as a coach of high school athletes for the past 5 years, a part time coach with the USA Swimming Aquachiefs team and runs masters swim clinics around the country. When she is not at the pool motivating swimmers, Nadine works as a physical therapist. She has used her experience and professional training to benefit swimming through articles she has written.

Although Nadine has only been active in masters for a few years, she has quickly become involved in the service of USMS on all levels. Within the Central LMSC, she has worked as the sanctions chair, vice chair and will become the LMSC chair in September. As a delegate to our annual convention, she has become active on the Sports Medicine, Marketing and Safety committees. In each position she has held, she has had a positive impact on masters swimming.

I whole-heartedly believe USMS is lucky to have a member like Nadine Day. We would be fortunate to have the benefit of her leadership on our Executive Committee. As we face a time of change within the structure of our organization, it will be increasingly important that our leaders have vision of what masters swimming can be for all our members. I feel that Nadine has the skills that we need to guide us forward.

Sincerely,

Mark A. Gill

Submitted by: Cheryl Gettelfinger, Indiana Chair

Date: 4-16-2005

I would like to recommend Nadine K Day of the Central Illinois LMSC for the newly created position of Great Lakes Zone Director. Nadine has been active in swimming since 1978 and has been an active leader her entire life. Beginning with the position of swim team captain (held all four years) in high school, she also actively pursued other leadership positions serving as an officer in high school for the Model United Nations, Pacific Asian Affairs Council and Math Team.

Since 1999, Nadine has coached at Schlarman High School (girl's head coach since 2000) while volunteer coaching with both the Champaign County Aquachiefs and with USMS helping with mentor clinics. She conducts private lessons and club clinics. After attending the USMS Altitude training swim camp she started the Annual Central Masters Swim Camp.

Reflecting the typically advanced education of master's swimmers, Nadine holds an undergraduate degree from Northwestern University in addition to a master's degree from the University of North Dakota from which she received her physical therapy degree. Realizing the great importance of continuing education, Nadine continues classes in both her field of physical therapy as well as clinics for the newest developments in swimming.

After graduation as a physical therapist, Nadine has worked for nine years in this field both with patients and administration. In her administrative roles she has performed tasks including budgeting, advising in the design of the therapy department, evaluating patients and programs and took a program from the red to the black in six months.

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Nadine began swimming with USMS in 2001 and began serving as the Central Illinois (CMSA) Sanctions Officer the following year. Since then, she has been elected Vice Chair of CMSA and filled in at the 2004 convention when the current Zone Chair, Mike Lemke, could not come due to a conflict. She was recently elected as the CMSA Chairperson for 2005-2007. While being a fierce competitor, Nadine never fails to meet and greet the other swimmers in her travels at local, state, zone, national and international meets. She has raised the bar with her numerous records, however, she has never failed to take the time to assist others with their swimming or their positions in USMS.

The initial officer will define the new position of Great Lakes Zone Director. Someone as outgoing yet disciplined like Nadine will define the position and set an incredibly high benchmark for performance.



MARY POHLMANN CANDIDATE FOR DIRECTOR FROM GREAT LAKES ZONE

LMSC: Central

Nominated by: Meg Smath

Letters of Reference from: Catherine Quill and Meg Smath

Summary Statement

Mary Pohlmann, M.D., Ph.D.; Candidate for BOD member from the Great Lakes Zone; active member of USMS for 22 years; Central LMSC Chair 2002-2005; Member of the USMS Sports Medicine, International and Safety Education Committees; and Treasurer of Illinois Masters.

Why are you interested in this position and why do you believe you would be a good candidate?

I am interested in the position of Board of Delegates member from Great Lakes Zone because I feel that I can well-represent our zone membership. My 22+ years of activity within the zone makes me especially well-prepared for this role. As my term of office as LMSC Chair ends September 1st, 2005, I will have time to devote to the position of BOD member while I continue to contribute at the LMSC level as immediate past Chairman and member of the LMSC Board of Directors.

What do you consider to be the major issues facing USMS now and in the future. As a person holding an elected position within USMS, how would you address these issues?

I feel that the major issues facing USMS now and in the future relate in large part to marketing. The more people throughout the county and the world know about Masters swimming, the more likely we are to achieve our goals of increasing membership and providing service to our current members. Every member of USMS can be an evangelist for the cause of Masters swimming, raising the visibility of our sport and promoting healthful activity. As a BOD member, I would strive to involve all USMS members in broadly advocating for Masters swimming in all their contacts.

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:

- Sports Medicine Committee 2002-present; Chair: Jessica Seaton
- International Committee 2002-present; Chair: Sandi Rousseau
- Safety Education Committee: 2003-present; Chair: Shannon Sullivan
- I have also contributed to the work of other committees, including Records and Tabulations, Publications, Rules, and History and Archives. Examples of this work include my writing of the first draft of "Guidelines for Pool Measurement" and changing the USMS relay card to digital form for inclusion in the next LMSC Handbook.

Please list any other experience that relates to your qualifications for the position.

- Chair of the Central LMSC from August 1, 2002 – September 1, 2005

USMS Committees

- Vice-Chair of the Central LMSC (1989-91)
- Treasurer of Illinois Masters for more than 10 years
- Participant in competitions throughout the Great Lakes zone, as well as national and international events and clinics for 22 years
- Certified Stroke and Turn Judge, Ozark LSC
- Member of several community boards, including the Abundant Health Resource Clinic Board; the Institutional Review Board of Memorial Hospital in Carbondale; Board Secretary for the Jackson County Health Department; and chair of the Health Cabinet of First United Methodist Church in Carbondale

RESUME FOR MARY POHLMANN

Personal

- Born January 14, 1945, Chicago, IL
- Married, 2 daughters, 2 grand-daughters (all swim)
- Residence: Carbondale, IL

USMS Experience

- National level - Member of Sports Medicine, International and Safety Education Committees; Delegate to USMS Convention 3 consecutive years
- LMSC level – Chair of Central LMSC (2002 – 2005), Vice-Chair Central LMSC (1989-91).
- Club level – Treasurer of Illinois Masters, co-founder and former treasurer of Saluki Masters, USMS member for 22 years

USA Swimming Experience

- Certified Stroke and Turn Judge – Ozark LSC

Educational

- B.S.- Fayetteville State College, Fayetteville, North Carolina, 1964 – Biology
- M.S.Ed.- Southern Illinois University at Edwardsville, Edwardsville, IL, 1972 – Biology/Secondary Education
- Ph.D. - Southern Illinois University at Carbondale, Carbondale, IL, 1975 – Curriculum and Instruction
- M.D. - Southern Illinois University School of Medicine, Springfield, IL, 1983
- Family Practice Residency – Memorial Hospital of Carbondale, Carbondale, IL, 1986
- Fellow, American Academy of Family Physicians, 1989

Professional

- Emeritus Clinical Assistant Professor, Southern Illinois University School of Medicine
- Retired from Southern Illinois University Student Health Programs, March, 2002
- Medical Chief of Staff, Southern Illinois University Student Health Programs, 1992-1996
- Chief of Women's Health Clinic, SIU Student Health Programs, 1989-93, 1996-97
- Teaching and research positions at the university and high school levels, 1964 - 2002

Swimming-related Publications and Presentations

- "Hormones, Menopause and Swimming Performance," *SWIM Magazine*, Nov-Dec, 2004
- "Hormones, Menopause and Swimming Performance," 15th FINA World Sports Medicine Congress, Indianapolis, Oct. 2004

Civic and Charitable

- Board Member, Jackson County Health Department (1988 to present)
- Board Secretary, Jackson County Health Department (2002 to present)
- Chair, Health Cabinet First United Methodist Church (2001-present)

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- Member, Institutional Review Board, Memorial Hospital of Carbondale (2003 to present)
- Board Member, Abundant Health Resource Clinic (2003 to present)

Masters Swimming Achievements

- USMS All-American 15 times since 1986.
- National and Pan Pacific Champion - 53 times

LETTERS OF NOMINATION/RECOMMENDATION FOR MARY POHLMANN

Date: April 24, 2005

To: Members of the USMS Election Committee
Delegates to the 2005 USMS Convention

From: Meg Smath

I am honored to nominate Mary Pohlmann as a candidate for Director, from the Great Lakes Zone.

Mary and I have attended many of the same local meets for years, both being members of the Great Lakes Zone. One of the first things I noticed about her is that she is not one of those swimmers who expects meets just to happen. Because of her involvement in the Central LMSC, she knows how much work goes into putting on a meet, and has always offered a hand at any Kentucky meets she attends. For example, she's counted for me and other Kentucky swimmers during many distance races when our own teammates were otherwise occupied. It's one thing to work hard when it's your responsibility, but quite another to help when it's really supposed to be someone else's job.

Mary is extremely organized and pays attention to detail. Over the years she has pointed out several corrections to the rule book, things that I and the other committee members had overlooked—and she has always done it in a polite, constructive way. I have found her to be easy to work with, and a most pleasant person to spend time with. Her scientific training allows her to carefully analyze an issue and to offer thoughtful, reasonable solutions. She does not make knee-jerk, emotional decisions. When Mary takes a stand, you can count on it that she's thought things through carefully, and looked at it from every angle. Yet she still is able to accomplish this quickly.

She has experience at all levels of Masters swimming, from administration (current chair of the Central LMSC), to competition (at the local, national, and international level since 1983), to officiating (she is a certified stroke and turn official in the Ozark LSC). She is active at the local, state, and national levels, having experience as her swim club's treasurer, former LMSC vice-chair, and present LMSC chair, as well as having served on many USMS committees.

Although swimming is a big part of Mary's life, it is not the only thing. She is very well-rounded, and would bring great insight into the Board of Directors in her capacity as a family-practice physician. She is also involved in her church and with a free medical clinic for those without medical insurance.

I believe Mary would be a tremendous asset to USMS as a member of the Board of Directors.

I support the nomination of Dr. Mary Pohlmann for the position of member of the USMS Board of Directors representing the Great Lakes Zone. I have known Mary for nearly twenty years and can think of no better-qualified individual for this position.

The position of member of the Board of Directors requires a considerable investment in time and energy in attending meetings. While Mary has the interest and enthusiasm to accomplish the "fun" tasks, she has the perseverance and determination to work through difficult, complicated, or tiresome responsibilities. Her capacity for hard work and following up with details is phenomenal. At the risk of sounding overly simplistic, I

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know personally that as CMSA President, Mary has spent an astonishing number of hours on a weekly basis to *do things* and to see that *things get done*. Mary has attended the past three conventions and has become actively involved in the business of the USMS. Retired from full time employment, she has the time, interest and energy to represent the Great Lakes Zone diligently.

Personal Characteristics

When I read the Duties of Members of The Board of Directors section on personal characteristics to consider, I was unable to find a single trait that Mary does not possess. I personally know her to be a caring, thoughtful, and honest person whose concerns are for all members of the group, not just the elite or a particular age group. She seeks out opinions and information from multiple sources, looks for alternative means to achieve the same end, and works well with the entire spectrum of the membership. Mary has consistently demonstrated concern for developing the best solution to problems for all concerned, not the politically expedient or convenient ones. Regarding the duty to “develop certain skills if you do not already possess them”, you would be hard-pressed to find a more diligent student of diverse fields of study. At age 60, with a Ph.D. and an M.D., she’s just getting warmed-up. **Anything** she doesn’t know, she makes it her business to find out. I can assure you from my long personal experience, sense of humor is a trait Mary exhibits often and well. While you expect your friends to be patient and tolerant of your eccentricities, she is gracious, kind, and wise with everyone.

Standards

As far as duty of care is concerned, the competence Mary has demonstrated in every task she has performed for CMSA, from simple to complex, goes far beyond the “care an ordinarily prudent person would exercise.” I have every confidence that Mary would exercise the duty of loyalty to a higher standard as well. I have known her for many years to be a person whose honesty and personal integrity to be completely above reproach. Likewise, the duty of obedience, that is, to be faithful to the organization’s mission, is definitely a duty she will perform well.

I enthusiastically recommend Mary Pohlmann for this position. She has already proven herself to be an extraordinary asset to USMS through her work in CMSA. All of USMS should be able to benefit from her honest, caring approach.

Catherine Quill

Central Masters Swimming Association member since 1983



JEANNE ENSIGN CANDIDATE FOR DIRECTOR FROM NORTHWEST ZONE

LMSC: Pacific Northwest

Nominated by: Sandi Rousseau

Letters of Reference from: Clark Pace and Sandi Rousseau

Summary Statement

The swimming community has been a big part of my life for a number of years. Early on I figured out that if I volunteer time in an administrative and visionary capacity, which I love to do, the benefits I receive in exchange are huge. If I can contribute to more opportunities for swimmers and enhance their lives by providing more pool time, a coached workout or a first class meet, I get something back that is very rewarding and difficult to define. I get to swim. I can always find a buddy for an early morning lake swim. I make new friends. I consider it time well spent.

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Sometimes it's hard to see results locally, but the work we do at the national level is vital to the health of our entire masters swimming community. The BOD provides vision and planning, and monitors the progress and effectiveness of our organization. As a lifelong resident of my zone and an active member of USMS for 20 years, I believe that I will make a positive contribution as director from the Northwest Zone.

Why are you interested in this position and why do you believe you would be a good candidate?

This is a very exciting time for USMS. The members of this newly reorganized BOD have the opportunity to help shape USMS going forward, taking what has been an organizational vision led most recently by the Governance Task Force and the current EC and putting the plan into action. I want to be a part of it.

I bring good communication, leadership and organizational skills developed in my professional life, along with my USMS experience, including four years on the Executive Committee. I can marshal the troops to get something done, know how to delegate responsibilities, can identify and think well about issues, and can take care of work in a timely fashion. I have been active in my zone, and in both a large and a small LMSC. I understand our ultimate goal – to provide for individual swimmers. I have the intellect and the skills necessary to be a good board member and, last but not least, the desire to do so.

What do you consider to be the major issues facing USMS now and in the future. As a person holding an elected position within USMS, how would you address these issues?

Our organization has experienced phenomenal growth since inception, yet we have always kept our membership (ourselves) foremost in our mission, goals and objectives. USMS has gained respect from others for the professional manner in which we provide for and service our membership, and we strive to create fitness opportunities for all swimmers, all ages no matter their swimming goals.

Keeping that in mind, there is no issue more important than communication. How do we relay information to individuals and make it understandable in a way that is meaningful to them? We need to continue to work with the “package” of information that an individual member receives: the quantity; the format – in print, on the website, email; and the content – from that produced by the EC, BOD and other groups (minutes), to the website, to the more artistic and creative materials from the magazine, to mailings received from USMS sponsors, and more.

Our website is a major communications tool, and demands on it are likely to continue to increase. We need to continually define our communications strategy and the dissemination of information, and to financially support communications within the organization and with our current and potential members.

We must continue to focus on and provide resources to individuals, teams and clubs, which is where the action is. How can we help provide pool time, coaching and clinics? We must continue with creative pilot programs to discover how best we can offer support for swimmers at the local level. Part of every pilot program must be a follow-up analysis to determine the benefits derived (or not).

And last, while doing what it is we do, we must provide a framework within which our national staff and volunteers (including the BOD) can accomplish the most with the least amount of effort. We have a history of working our staff and volunteers pretty hard. Historically, we have been defining some positions as we go along. Goals and expectations of each position and group need to be clearly and simply defined, as has recently been done with the BOD and the individual members. It is the responsibility of the BOD to provide oversight to this process.

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:

- Executive Committee, Treasurer 1997 – 2001, Nancy Ridout, President
- Endowment Fund Board of Governors, 1997 – 2001, Doug Church
- Finance Committee, 1994 – 1997, Dave Zander (94-95), Chair (96-97)
- Internal Audit Committee, 1993 – 1995, Chair
- Registration Committee, 1992 – 1993, Joanne Leilich

Please list any other experience that relates to your qualifications for the position.

USMS member since 1985, delegate to convention since 1992, active at the Zone, LMSC (currently PNA)

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chair), and team level, organizing committee member and treasurer for two national championship pool meets, devoted swimmer

RESUME FOR JEANNE ENSIGN

USMS Experience – National

- Internal Auditor, 2001 – present
- Treasurer, Executive Committee 1997 – 2001
- Endowment Fund Board of Governors, 1997 – 2001
- Finance Committee, 1994 – 1997; Chair 1996 – 1997; Ex-officio 2001 – present
- Internal Audit Committee, 1993 – 1995, Chair
- Registration Committee, 1992 - 1993
- Delegate to Convention 1992 – 2004

USMS Experience – Zone, LMSC & Team

- Northwest Zone Treasurer 1994 – present
- PNA Chair, 2003 – present
- PNA Treasurer, 1997 – 2003
- PNA VP, 1993 – 1997
- MT Registrar & Treasurer, 1985 – 1992
- Green Lake Aqua Ducks (GLAD), team treasurer & founding board member, 2001 – present
- Organizing committee & treasurer for 1997 SC National Championship Meet
- Organizing committee & treasurer for 2001 LC National Championship Meet

Other

- USMS member since 1985
- Recipient USMS Service Award 2002

Professional

- Tax accountant in public practice, Garber & Associates CPAs
- Certified Public Accountant, State of Washington
- Masters of Taxation, 1998, Golden Gate University
- B.S. Business Administration, 1980, University of Montana

Other Interests

- Walking, bicycling, hiking, reading
- Daughter – Jada

LETTERS OF NOMINATION/RECOMMENDATION FOR JEANNE ENSIGN

Dear USMS Election Committee:

I am writing this letter to nominate Jeanne Ensign for Director from the Northwest Zone and to provide a letter of reference as to why her qualifications make her an excellent candidate for this position on the USMS Board of Directors.

Jeanne's background in her professional work and within USMS has provided her with extensive experience to prepare her for this position.

In the private sector, Jeanne's work as a certified public accountant has provided her with the knowledge to effectively evaluate the financial condition of our organization and the skills to anticipate the changing financial demands on USMS as the organization grows and requires changes in management style. This background will serve the organization well as we go forward in evaluating the need for an Executive Director.

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Within USMS, Jeanne has utilized her skills for the benefit of USMS by serving in multiple financial related positions ranging from Treasurer, Internal Auditor, and Finance Committee Chair and member. She has served in these positions over a number of years, and has been dedicated to every position's responsibilities.

Jeanne has also been very active in her LMSC in multiple leadership positions that have provided her with a breadth of experience. She has shown the ability to organize projects and tasks, lead others in accomplishing these goals, and to communicate effectively. She is able to delegate responsibility, is responsible and timely in following through with job obligations, and is respected by her peers.

Jeanne has been active within USMS for over twenty years and has had exposure to the very small LMSC as well as a large LMSC. She is cognizant of the various issues that face both the small and large LMSCs and the differences. At the national level Jeanne has served for over ten years and has demonstrated a level head and the ability to weigh the importance of an issue. Her national experience has provided her with a broad perspective of where the organization has been and where it is going. I think she has a vision for USMS and can provide leadership skills that will be productive for the organization.

I believe Jeanne would be a dynamic person to serve as Northwest Zone Director and that USMS would be gaining a highly visible promoter and strong advocate for Masters swimming. Her performance within and dedication to USMS over the past several years is unquestionable.

I would highly recommend that the Nominating Committee approve Jeanne's nomination for the ballot. I also approve publication of this nomination and reference.

Yours truly,

Sandi Rousseau
Oregon LMSC, Northwest Zone

To Whom It May Concern:

I am writing this letter of reference for Jeanne Ensign for Northwest Zone Director. I have known Jeanne for the last eleven years and I feel I have gotten to know her well enough to speak accurately about her character and qualifications. Jeanne is a very responsible and caring adult whose friendship, leadership and accountability I have grown to cherish.

In my position as president of the Green Lake Aqua Ducks (GLAD) Masters Swimmers, I have had the pleasure of working closely with Jeanne since 2001 and have gotten to know her on a number of levels. Probably what is more meaningful is that Jeanne has been a friend since my wife and I moved to Seattle in 1994. I am confident of her abilities to excel as a member of the USMS Board of Directors.

Her experience at the national, regional and local levels as well as her professional experience and individual character traits makes her an exceptional choice for this position. Her career as a tax accountant is challenging and at times stressful. However, she is able to balance everything she undertakes through hard work and dedication.

Jeanne's USMS experience at the national level is impressive. She has served in several capacities from 1992 to the present and her unflinching dedication to USMS has enriched every swimmer's experiences whether they were aware of it or not. Her work at the Zone, LMSC & team level is no less impressive. When discussing PNA leadership Jeanne is one of a select few that are recognized as the heart of this organization.

One of the main reasons I told Jeanne I would be honored to write this letter is because of her involvement as team treasurer & founding board member of GLAD. Plain and simple, our team would not exist if Jeanne was not as dedicated and involved as she has been since the team was founded in 2001. Virtually by herself she saw that the team was incorporated and obtained tax exempt status; was key in the coach selection process;

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has insured that the team stays financially solvent; that the coaches maintain required credentials; insures that both individual member's registrations and team registration are current as well; and has inspired all of us to be better people in every aspect of our lives. The list I just gave only begins to scratch the surface so I probably owe her an apology the next time I see her.

I would be remiss if I didn't mention what Jeanne means to her friends. Jeanne is as genuine and caring as any one you will ever come across. She not only has been a pleasure to work with but she unselfishly supports her friends. She will go to swim meets, open water swims, triathlons, etc. to volunteer or to cheer and support the people she knows. As selfless as she is, I doubt very much she has any idea how much that support means to her friends. Jeanne is simply one of the finest people I have ever met. It is without reservation that I recommend approval by the Nominating Committee of Jeanne Ensign's nomination for the ballot.

Sincerely,

Professor Clark B. Pace
University of Washington



MICHAEL W. MOORE CANDIDATE FOR DIRECTOR FROM OCEANA ZONE

LMSC: Pacific

Nominated by: Nancy Ridout

Letters of Reference from: Joan Alexander and Barry Fasbender

Summary Statement

Currently chairman of Pacific Masters Swimming; has been the web master for Pacific Masters since 1995; has been an deck official for the past 14 year (working many of the national championships)- a member of the Officials Committee from 1994 to 2000; the Championship Committee since 1996.

Why are you interested in this position and why do you believe you would be a good candidate?

Masters in at a crossroads. We are embarking in a new governance model. I am chairman of the largest LMSC, I am familiar with the problems in running a large non-profit organization.

What do you consider to be the major issues facing USMS now and in the future. As a person holding an elected position within USMS, how would you address these issues?

I believe the major issue facing United States Masters Swimming is service to its members. The organization has been run by a too few professional staff and to few volunteers. USMS needs an executive director who primary job is running the organization. S/He will take direction from the executive committee, and his job will be implementing EC policy.

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:

- Officials 1994- 2000 Sally Dillon, Bill Tingly, David Diehl
- Championship 1996- present – Sandi Rousseau, Barry Fasbender
- Rules – 1996-1998, 2002-2003 Tom Boak, Leo Letendre
- Communication 2002 - present Hugh Moore
- Computer on-line 1995-2000 Jim Matysek

Please list any other experience that relates to your qualifications for the position.

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- Currently president of the XI FINA World Masters Championships, which will be the largest Masters event in the United States. In this position I have become very familiar with the International Swimming Community and have also become very familiar with the other Masters national governing bodies in the United States (Synchronized Swimming, Water Polo and Diving)
- Sit on the Board of Directors of a local National Bank – where during the time I have been on the bank have turned it from losing over \$500,000 a year to making \$600,000 a year.

RESUME FOR MICHAEL MOORE

Educational Background:

MBA Santa Clara University Santa Clara, California 1976,
BS Santa Clara University, Santa Clara California 1972, Major: Political Science

Work History

- Information Technology Administrator, City College of San Francisco, 2000- present. Responsible for eight Macintosh computer labs that includes, networking, operating systems, applications and printing systems. Installed new application metering systems that has saved the college over \$100,000
- Member Board of Directors Mission National Bank June 1998 - Review the banking operations of a three branch community bank. Currently sit on the Loan and Investment Committee. Sat on Board of bank what went from losing \$250,000 a year for previous two years, to profitability.
- Executor Estate /General Manager- 1993-1998 managed two taverns in San Francisco (family business). Responsible for annual statements, payroll, and employee relations. Sold one tavern; currently in the process of selling the other. Filing reports, settling suit, marshaling assets and reviewing the books of three corporations.
- Owner/Manager Alpine Printing and Copying/Alphagraphics. 1987-1995 Started franchisee printing business in the Ssan Francisco, South of Market area.
- Infomax Computer and MicroFinancial Corporation; Salesrep, 1983-1987 Sold microcomputers to corporate clients
- Bank of America NT&SA - Trust Department, Financial Analyst; 1981-1983,
- Bendix Forest Products, Financial Analyst, Distribution Division; 1977-1981
- Peat Marwick Mitchell, accountant, 1976-1977; worked for public accounting firm in the work of creating audited financial statements.
- Instructor Assumption Business Administration College, Bangkok, Thailand 1972-1973; taught English as a Second Language;

Masters Swimmer

- LMSC Webmaster – established the Pacific Masters Web site in 1995. It has ten years of Pacific Masters Minutes, competitive swimming data
- LMSC Secretary, was one of the first LMSC to put the LMSC's minutes on line
- LMSC At – large director and currently chairman. The LMSC is the largest local swim committee in the United States.
- A USA-Swimming National Championships official and frequently works as a deck official at local Pacific Masters meet and has work USMS national meets as a deck official.
- Serve on different National Committees of United States Masters Swimming; Including Rules, Championship, Officials and Communications.
- XI FINA World Masters Championships, president.working on bringing the FINA Championships to Stanford University in the summer of 2006

LETTERS OF NOMINATION/RECOMMENDATION FOR MICHAEL MOORE

April 22, 2005

To the United States Masters Swimming Nominating Committee,

USMS Committees

It my privilege and pleasure to nominate Michael Moore for the position of Director for the 2005 election.

Sincerely,

Nancy Ridout, USMS Immediate Past President
Registrar, Pacific Masters Swimming

April 22, 2005

Letter of Reference

Michael Moore has served Pacific LMSC in many ways over the years. He served as Secretary, developed the Pacific web page and the Weekly Update. Currently, he is the Web Master and is Chairman of Pacific. Michael is also an Official and works all Pacific meets. At present, he is the chief coordinator for the 2006 World Games at Stanford. Michael attacks each position with his fullest attention, and has the ability to see the overall picture and act with decisiveness.

I recommend Michael Moore for the USMS position of Zone Director.

I have known Michael Moore almost 12 years and he never ceases to amaze me with his cheerfulness, dedication and tenacity to get the job done.

Joan Alexander
Pacific Secretary and
Oceana Zone Rep

April 14, 2005

Dear Fellow Masters Swimmers,

It is my privilege to support the nomination of Michael Moore as a candidate for the Oceana Zone member of the Board of Directors. Michael has a strong vision on what the future of Masters Swimming should be and a tremendous amount of hands on experience in past Master Swimming behind-the-scenes and on-the-deck events.

Michael makes sure that things are done properly and professionally, is quick to complement and thank people for their efforts, and is always a team player. His many contributions to Masters swimming are listed on the Candidate Questionnaire, but they only partially reflect the significances of what Michael has done for Masters Swimming.

One of Michael's greatest accomplishments is the Pacific Masters Swimming website he created 10 years ago. This website has contribute tremendously to the growth of our local LMSC, which is the largest LMSC with about 9,500 swimmers. The website includes the yearly schedule of all our events along with information about each event and results of past events. This is done for all the open water swims and pool meets Pacific has each year (a total of about 38 events).

Michael also started a weekly e-mail newsletter (the PacMastersUpdate) that anyone can subscribe to. There are currently over 13,000 subscribers from across the nation. The newsletter includes reminders of deadline for up-coming events with links to the meet info, news about local clubs, national USMS news, and what's going on in the world of swimming. Its popular Swimming Situations series contains questions about stroke-and- turn situations for which an official did or did not DQ a swimmer. The answer explains if the official was or was not correct and why. The also popular Coach Midnight series contains swimming tips on training, racing, plus other topics to help improve your swimming.

In 2003 Michael stepped up and took the lead on the preparation of an excellent winning bid to put on the XI

USMS Committees

FINA Masters Worlds Championships to be held in August 2006 at Stanford University. As president of the Local Organizing Committee, Michael is putting in an incredible number of hours to make sure that this Championship meet provides the best possible competitive conditions for the world's aquatic master athletes.

In summary, Michael has the talent, dedication, vision, and experience to help take USMS to the next level.

Very Truly Yours,

Barry Fasbender
Vice Chair, Pacific Masters Swimming



CAROLYN F. BOAK CANDIDATE FOR DIRECTOR FROM SOUTH CENTRAL ZONE

LMSC: Gulf

Nominated by: Nancy Rossetti

Letters of Reference from: David Vandam and Nancy Rossetti

Summary Statement

I believe that the key to a strong USMS will remain its volunteers. As a zone director, my goal will be to increase communication within my zone and among the zones. By communication, I mean receiving ideas and feedback, as well as giving out information. The leaders of zones and LMSC's need to take more responsibility in the governing of USMS. These leaders can and will do so if they are part of the process in determining what this sharing of responsibility will be. When a USMS volunteer's job is clearly defined, that volunteer will come through!

Why are you interested in this position and why do you believe you would be a good candidate?

I have a wide variety of experience as a club, LMSC and National participant. I have been a club president, LMSC Top Ten chair, meet director for multiple meets including a USMS Nationals, and am presently a club coach. I am willing to work hard and to express myself after getting input from those I will serve. I think it essential that zone directors work at communicating (giving information and getting ideas and feedback) from their zone members as well as communicating with other zones.

What do you consider to be the major issues facing USMS now and in the future. As a person holding an elected position within USMS, how would you address these issues?

There is a need for more responsibility to be given to local organizations (Zones and LMSCs.). Such a shift of responsibility can happen only if communication is frequent and clear. The new system of zone directorships should facilitate this transfer of responsibility. There is a probable need for a paid Executive Director, but I believe that that job should be defined after the new system (new Executive Committee and new Board of Directors) has been working for a time.

Another issue of paramount importance is addressing the lack of growth in USMS. One of the reasons for this lack of growth is that certain large Masters programs are no longer requiring that their members be USMS members. The new Board of Directors/Executive Committee needs to develop more incentives for adult swimmers to join USMS.

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:

International Committee, Chair 1988-1989; Rules Committee 1990-1993 (June Krauser); Championship Committee 1994-present (Sandi Rousseau, Barry Fasbender); Awards and Recognition, vice-chair, 2002-present (Kathy Casey); ISHOF Nominating Committee 1998-present (Tom Boak, Ginger Pierson)

Please list any other experience that relates to your qualifications for the position

In addition to national, LMSC and club activities named above, my experience as a teacher and nurse have

USMS Committees

helped me see the value of communicating by involving as many people as possible in any important discussion. By listening to other people, one receives many insights and, at the same time, encourages these people to continue participating in an active way. The key to USMS will remain its wonderful volunteers.

RESUME FOR CAROLYN BOAK

Carolyn has served USMS on the club, USMS, national and international level

On the club level, Carolyn served as president, coach, meet director, club coaching coordinator, and competitor for Los Altos Masters for over 20 years. At present, she is one of the coaches of Woodlands Masters Swim Team in Texas and was nominated for USMS Coach of the Year for 2003 and 2004.

On the Pacific LMSC level, Carolyn was Top Ten Recorder and twice selected Pacific Masters Contributor of the Year. She also won the prestigious Pacific Peggy Lucchesi Award for inspirational contributions. She served on Pacific's Rules and Legislation Committee, Meet Operations Committee and was meet director of several LMSC short course meter championship meets. While at Pacific, she wrote many of the rules that are now standards for USMS, including the "three free swims NQT rule."

Nationally, Carolyn has received the Ransom Arthur Award and the Meet Director's award. She was meet director of the largest USMS Nationals ever held and has served on the Rules and Championship Committees since 1989. From 1987 until 1989, she was chair of the USMS International Committee, where she always involved all committee members in any decisions.

Carolyn has three times served as the Championship Committee Liaison to the host of the USMS sc National Championship meet. She competed at a high level at Nationals but always thought that the contributions to these meets were far more important than any individual records.

Since moving from Pacific to Gulf LMSC in 2002, Carolyn has served her club, Woodlands Masters Swim Team, as a coach and as a clinic director. She will be co-meet director of the 2005 long course zone championship meet. Nationally, Carolyn is serving (2004-2005) as the Chair of the National Board of Review and as a member of the Championship, Awards and Recognition, and ISHOF Nominating committees. She is also presently assisting Lynn Hazlewood in communicating with zones and LMSC's when a non-USMS event requests inclusion on the USMS website calendar.

LETTERS OF NOMINATION/RECOMMENDATION FOR CAROLYN BOAK

April 1, 2005

USMS House of Delegates:

On behalf of the Gulf LMSC, I would like to formally nominate Carolyn Boak for the South Central Zone Director position.

There are not many people within the USMS organization that can boast the contributions and accomplishments of Carolyn Boak. Carolyn is a tireless supporter and crusader for USMS and has served in virtually every capacity within USMS. Carolyn's illustrious ride through the organization started in the Pacific LMSC, where she was meet director of the acclaimed 1987 Short Course Nationals at Stanford. Since that time, she has volunteered her time as meet director for various USMS functions and has served diligently on the USMS Championship Committee for many years. In 2001, she was awarded the prestigious Ransom Arthur award granted by USMS for lifetime achievement. In 2002, she received the National Championship Meet Award.

Over the past few years, in addition to her continued involvement at the National level, Carolyn has spent much of her time helping build USMS at the local level. After moving to Texas, she has played an increasingly important role in our region. Last year, in support of the South Texas LMSC, she provided direction and guidance in the development of a policy that would enable local jurisdictions to decide which events in their geographical areas would be posted on the USMS website calendar. As current Chair of the National Board of Review, Carolyn was well aware of the legal and jurisdiction issues facing South Texas. Carolyn, along with

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husband Tom, has also helped tabulate Top Ten lists for the Gulf LMSC and will serve as co-meet directors of the 2005 South Central Long Course Zone Championships.

It is Carolyn's work at the club level, however, that has won the respect and admiration of her fellow swimmers in The Woodlands, including myself. I have had the fortune to serve alongside Carolyn as a member of the board of our club, the Woodlands Masters Swim Team (WMST), where Carolyn has been gracious in sharing not only her time, but her wealth of knowledge and authority on the world of swimming. Not only has she played a key role in the reorganization of the club, she was willing to assume coaching responsibilities within the club when the need arose. This past fall she helped organize a swim clinic for area swimmers and triathletes that was presented by Jim Montgomery. She continues to serve as a mentor to all of us, not only for her years of esteemed service in various USMS capacities, but also as an expert coach, tireless supporter, and loyal friend. Indeed, Carolyn Boak is held in such high esteem, WMST has twice nominated her for USMS Coach of the Year.

Please accept my nomination for Carolyn Boak for South Central Zone Director.

Sincerely,
Nancy A. Rossetti
Chairman, Gulf LMSC

April 4, 2005

USMS House of Delegates:

On behalf of the South Texas LMSC, I would like to nominate Carolyn Boak for the South Central Zone Director position.

Over the past 20 years Carolyn's work and devotion to United States Masters Swimming has been unsurpassed. Nationally, Carolyn has received the Ransom Arthur Award and the Meet Director's award. She was meet director of the largest USMS Nationals ever held and has served on the Rules and Championship Committees since 1989. From 1987 until 1989, she was chair of the USMS International Committee, where she always involved all committee members in any decisions. Carolyn has three times served as the Championship Committee Liaison to the host of the USMS National Championship meet.

On the local level, at the Pacific LMSC, Carolyn was the Top Ten Recorder and twice selected Pacific Masters Contributor of the Year. She also won the prestigious Pacific Peggy Lucchesi Award for inspirational contributions. She served on Pacific's Rules and Legislation Committee, Meet Operations Committee and was meet director of several LMSC short course meter championship meets. While at Pacific, she wrote many of the rules that are now standards for USMS, including the "three free swims NQT rule."

Besides all these superb accomplishments I can attest that since Carolyn has entered the South Central Zone she has worked very hard to help the South Texas LMSC with several issues that we have been presented with.

I nominate Carolyn Boak for the South Central Zone Director position knowing there is no one in our zone that is more capable or willing to work harder for masters swimming than she.

David Vandam
President South Texas LMSC