

STAFFING DISCUSSION

Bruce Rollins - Gulf Chair

Bob Wilson – New Mexico Chair

John King – Pacific Chair

Teddy Decker – New Mexico

▶ Purpose Today:

- ▶ Is to get you to think about how you currently staff your LMSC
- ▶ Is to get you prepared for tomorrow
- ▶ Maybe a tomorrow you do not expect today!
- ▶ Help set up the rest of this summit
 - ▶ Attracting, Developing and Inspiring Volunteers
 - ▶ Implementing USMS Strategic Plan
 - ▶ Budgets and LMSC Standards

▶ How are we all alike in structure?

- ▶ One of These Things is Not Like the Others...3 have something in common.

Which one does not belong?

- ▶ A) Chair
- ▶ B) Treasurer
- ▶ C) Registrar
- ▶ D) Secretary



- ▶ Answer: Registrar – Not required to be an elected position by USMS Standards.

▶ How are we all alike in structure?

- ▶ How many leadership positions are required in each LMSC?
- ▶ Bonus Question: How many are Mandatory and how many are Target standards?



Answer: There are 7 Mandatory – Chair, Vice Chair, Registrar, Secretary, Top 10 Recorder, Treasurer, Sanctions Chair.

There are 2 Target – Officials & Coaches

- ▶ My Premise:
 - ▶ Each LMSC is
 - ▶ **Unique,**
 - ▶ **Important** and
 - ▶ Full of **Potential** !
- ▶ None of our LMSCs are exactly alike in membership, assets and structure, nor should we all strive to be alike!

▶ How Diverse are we?

- ▶ How many LMSCs – 52
- ▶ Largest LMSC – Pacific +12M members
- ▶ Smallest – Border 47 members
- ▶ Membership average – 1,262 (1,050 – Pacific)
- ▶ Average Assets - \$39K (\$33K – Pacific)
- ▶ 5 Time Zones
- ▶ 10.6 Leadership positions per LMSC -3 to 19

STAFFING STORIES

1. Traditional Method
2. Show Stopper Transitions
3. Futuristic Tailoring

Traditional

How did we meet?

What do you do?

How about a job?

Want to go to Convention?

What National Committee do you want to be on?

What are you doing for the rest of your life?

Traditional

Source: Teddy Decker NM Chair



To tell that story is Bob Wilson

1. Asked to participate
2. Identified Talent(s)
3. Invited to Convention
4. Asked to be Chair, too

Easy story to identify with?

A lot of us had to learn on the fly!

STAFFING STORIES

2. Show Stopper Transitions

Life is full of Rude Awakenings



Just when you think you have it made...
You might not!

Last Summit –

Gulf LMSC – 1500 members

Staffed by veterans – Over 140 years of experience

Veteran leaders from National Positions

Then...we hit a rough spot!

New Chair

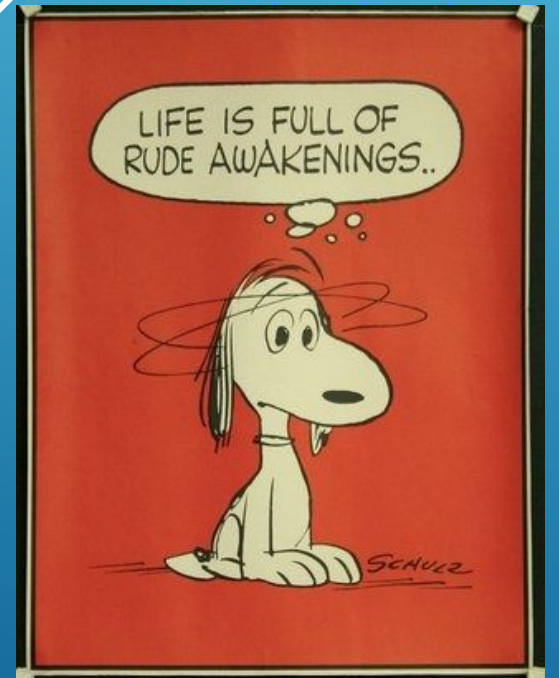
Registrar

Web Master

Treasurer

Top 10 Recorder

Where do I go for help?



Your Life-lines at the National Office



Anna Lea Matysek
Director Membership

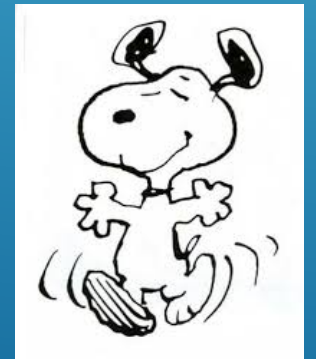


Tracy Grilli
Director Member Services



Jessica Porter
Senior Director Services

**Go to them first!
Do not wait for them to come to you!**



STAFFING STORIES

3. Futuristic Tailoring

What does your current organization look like?

Chair, Treasurer, Secretary, Registrar

Vice Chair, At Large Chair, Sanctions

Top 10 Recorder, Coaches, Fitness,

Communications, Webmaster, Officials

Open Water, Safety, etc....

**Most Chairs are
a Committee of One!**

What might your future organization look like?

John King – Pacific LMSC

Goal: To reorganize their LMSC to reflect their operation

1. To streamline reporting lines to Chair
2. To focus operations on 4 major functions
 - a. Pool Events
 - b. Open Water Events
 - c. Coaches and Clubs
 - d. Communications
3. Each function was a committee with a VP over each function
4. Still maintained separate Treasurer, Secretary & Registrar positions as direct reports

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Points:

- 1) Does your current organization have some structural drawbacks?
- 2) Yes...You can think outside the box!
- 3) Are you training future leaders?



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What might you have learned
or thought about today?

As a Leader:

- 1) Are you prepared for tomorrow?
- 2) Are there any organizational tweaks to make it better?
- 3) Do you know where help resides?

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Questions:

Thank you

Lunch Time!

