

Committee Name:	LMSC Development	Session #:	Report #:
Committee Chair:	Paige Buehler	Vice Chair:	Michael Moore
Minutes recorded by:	Paige Buehler	Date/time of meeting:	November 23, 2015 5:30pm PT

Motions Passed:

1. Conduct LMSC Standards survey after revisions to policy are approved.

Number of committee members present: 11	Absent: 9	Number of other delegates present: 0
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Committee members present (list all, including chair and vice chair): Paige Buehler, Michael Moore, Natalie Taylor, CJ Rushman, Sally Dillon, Bruce Rollins, Mary Hull, Lisa Brown, Leianne Crittenden, Tim Lecrone, Hugh Moore

Minutes

The meeting was called to order at 5:36pm Pacific Time

1. Paige called the roll and welcomed new members
2. 2016 Goals
 - a. Conduct an LMSC Standards Survey
 - i. Hugh explained that the current standards have two levels of compliance: required and suggested. After a review of the current standards it has been suggested that the “required” standards be split into two categories: mandatory and target. The BOD has approved going that direction. Now the standards need to be reviewed by a subcommittee and possibly reviewed by the Governance committee. He proposed getting input from the LMSCs in February and making final recommendations to the BOD in March. CJ noted that the BOD will meet in February. Hugh expressed concerned about misleading LMSCs if we survey they with the old standards while we are working on newer ones. Some current standards are perhaps better owned at national level: i.e. S8, some Registration standards.
 - ii. Michael concerned that we would push off survey because of slips in schedule to changes. Agrees some are out of date but is that reason to delay getting info on the rest of useful standards?
 - iii. Lisa said Indiana LMSC used Stds policy to make changes to Bylaws.
 - iv. Hugh suggests publishing a draft to LMSCs and use the survey to get input.
 - v. The committee voted to survey LMSCs on standards after revisions. Practices & Standards subcommittee (P&S) owns setting schedule.
 - b. Propose modifications to LMSC Standards Policy – include remediation.
 - i. P&S owns setting schedule for both.
 - c. Peer-to-Peer Teleconferences – hold at least 10 during 12-month period (expecting none in Sept & Dec).
 - i. Mentoring subcommittee owns setting schedule.
 - d. Active Mentoring
 - i. Zone chairs holding ”meetings” with chairs – probe issues, discuss convention learnings and changes, discussions from LMSC Development mtgs, Peer-to-Peer ideas/Best Practices, etc. then report back to Mentoring subcommittee.
 - ii. Generally, the committee likes the idea of formalizing mentoring of new volunteers across LMSCs within the zones.
 - iii. Mentoring subcommittee to further define this goal (time line? # of contacts with LMSCs?)
 - e. Dispute Resolution Avoidance at LMSC level
 - i. Leianne explained: Not so much development of “model” procedures as defining a standardized outcome which is needed should a dispute go on to the National Board of Review. Leianne/Goverance Committee to own; LMSCDC owns communicating the plan.

- ii. LMSC Development should focus on avoidance of disputes by giving people tools to find a resolution before it gets to the dispute level. Most LMSCs have never had to use dispute resolution. Develop training for webinar presentation focusing on how to deflate situations. Education subcommittee owns.
- f. Promote Guide to Operations (GTO) on usms.org
 - i. Webinar(s) – Education subcomm
 - ii. Direct links to GTO in P2P announcements – Mentoring subcomm
 - iii. Perception Survey on GTO – P&S subcomm
- g. LMSC involvement in developing value of USMS for the non-competitive swimmer
 - i. Bruce Rollins suggested this as a possible goal
 - ii. Sally noted that while we have 20,000+ more USMS members than we had 10 years ago, there seems to be little or no increase in the number who compete in pool and/or open water events competitions. So clearly we already have value for non-competitive members because they represent the majority of the newer members. Have numbers for swim meets increased commensurate with membership? Are we in fact falling behind on USMS value for competitive swimmers?
 - iii. Adopt as a “stretch” goal. Partner with Bill Brenner in National Office.
 - iv. Mentoring subcommittee owns goal; can give sub-goals to other subcommittees.
- 3. Resource the subcommittees
 - a. P&S: Linda Chapman, Hugh Moore, Lori Payne(?), Paige Buehler
 - b. Education: Michael Moore (Chair), Lisa Brown, Viki Hill, Tim Lecrone
 - c. Mentoring: Arni Litt, Jerry Clark (P2P coordinator), all Zone Chairs (Michael Moore, Marcia Anziano, Natalie Taylor, Matt Hooper, CH Rushman, Sally Dillon, Bruce Rollins, Mary Hull)
 - d. Paige to confirm with a few people and appoint chairs. Then first meetings to occur in early December to refine goals.
- 4. Set committee meeting schedule
 - a. Agreed to alternating Sundays and Mondays in odd months
 - b. Jan: Sun 1/24, Mar: Mon 3/14, May: Sun 5/22, Jul: Mon 7/18

The meeting was adjourned at 7:15pm PT
