

To: Minnesota Swimming House of Delegates  
From: Jack Swanson, Nominating Committee Chair  
Date: Sunday, April 22<sup>nd</sup>, 2018

Re: Annual Report to the Minnesota Swimming House of Delegates

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I would like to begin by apologizing for my absence at this year's House of Delegates meeting. I am travelling to Houston this weekend to help facilitate the inaugural USA Swimming Leadership Summit. Former Aquajets athlete Van Donkersgoed and former STAR athlete Ceallach Gibbons have been key leaders in making the Leadership Summit a reality. Saint Croix Swim Club coach Olga Espinosa and Aquajets coach Kate Lundsten will be present as lead coaches at the Leadership Summit.

The Nominating Committee has prepared a slate of candidates for the 2018 House of Delegates, which is posted on the Minnesota Swimming webpage. The positions up for election this year are:

- Administrative Vice Chair
- Senior Vice Chair (Completion of Term)
- Age Group Vice Chair
- Secretary
- Junior Coach Representative
- Junior Athlete Representative
- Athlete Committee Vice Chair
- Nominating Committee.

For the 2017-2018 year, the Nominating Committee used the following process to recruit and vet candidates:

- July 2017: Identified "questions" for vetting of candidates in phone/email interviews.
- July-September 2017: Begin to identify a slate of candidates, with at least 8-10 potential candidates for each position. (Note that we did *not* begin reaching out to candidates at this point, we will simply compiled a list of candidates.)
- September-October 2017: Reached out to candidates, gauged their interest levels in running for positions.
- September-November 2017: Conducted short phone/email interviews using the questions proposed
- December 2017-February 2018: Reported back to committee regarding phone interviews. Compiled a slate of candidates for each position.
- March 2018: Finalized slate of candidates, submitted final ballot to MSI staff.

Prospective candidates for the Board of Directors were vetted with the following questions:

1. Why do you want to serve as a member of the MSI Board of Directors?
2. Describe your background and connection to the sport of swimming.
3. Is your schedule flexible to participate in meetings and phone conferences on weekends or evenings?
4. Do you have the ability to devote the time required for this position during the course of the term?
5. How will you relate MSI's mission statement and MSI's core values of sportsmanship, integrity, the pursuit of excellence, and fun to strategic planning for the future?
6. What specifically would you aim to accomplish if elected to \_\_\_\_ position on the MSI board? How specifically would you like to go about this?
7. What do you consider to be MSI's biggest strengths and weaknesses/threats and how do you propose to address them if elected to \_\_\_\_ position?
8. Is there anything else you'd like to share that you'd think we'd find helpful?

I support the proposal submitted by Legislative Coordinator Michael Gibbons and Senior Athlete Representative Breandan Gibbons. Separate Governance and Nominating Committees will allow for both committees to be effective.

On a personal note, I will be working as a Student Researcher in the Department of Immunology at the Mayo Clinic in Rochester, Minnesota this coming summer. I look forward to being actively engaged in the Minnesota Swimming Governance Process this coming summer!

As always, please contact me with any questions, comments, or concerns that you may have!

Respectfully Submitted,

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