

Allegheny Mountain Swimming
AMS Convention - 9/27/14
Club Presidents' Forum
12:00 - 1:30 PM
Minutes (as amended 4/16/15)

Present:

Sue Anderson, USA Swimming Consultant
Lori Painter, WAAC
Jan Clark, CSC
Maegan Filo, FCKW
Rebecca Juneau, ANSC
Aimee Gelston, CVSC
Sven Koenig, Moon
Ed Cercone, SASC
Denise Myers, DLAC
Norman Solomon, SPAC
Chris Pal-Freema, USCS
Dan Buerger, MLAC
Greg Staresinic, PRA
Kim Mitchell, PTSC
Scott Wilshire, AMS General Chair
Lynne Shine, AMS Admin. Vice Chair

Goal:

Goal of meeting is to improve the relationship between the LSC and its affiliated clubs, by providing an open forum for the exchange of concerns and ideas, as well as a means of networking and sharing "best practices" between the clubs and other stakeholders of the LSC.

Topics Discussed:

- ❖ Meet Management Issues
- ❖ Officials:
 - ✓ Concern that increasing the number of required sessions will result in difficulty recruiting new officials
 - ✓ strokeandturn.com resource for officials' training
 - ✓ others stated that meeting the required number of sessions not issue - work the meets their kids swim
 - ✓ some clubs indicated they provided gift cards or other incentives to individuals who worked as officials
- ❖ Club Development:
 - ✓ Dissemination of information gleaned from Club Development Workshop at 2014 USA Swimming Convention; specifically the importance of volunteer recognition both at the LSC and Club levels. How recognition of volunteers also effects the recruitment effort, not only for meet etc. volunteers, but Board and Committee Chair positions as well.
 - ✓ How recognition enhances cohesion within the organization, and fosters increased participation
 - ✓ Examples of Programs instituted in other LSCs:
 - New England: The LSC asked clubs to nominate their best volunteer. The received an overwhelming response. Recognition of the "winning" volunteer(s) was done at a banquet with the awarding of a gift card. The volunteer chosen from all of the submissions was done by members of the LSC's Volunteer Committee - one of their standing committees.
 - ✓ Forum Attendees Discussion of Current Recognition/Recruitment Efforts within their Individual Clubs:
 - Maegan (FCKW) - How do other clubs recognize / thank their Board members for their service?
 - Aimee (CVSC) - we use gift cards
 - Dan (MLEBO) - can't provide tuition etc. discounts - must explore other options

- Sven (Moon) - we entice people to assume leadership roles by "splitting" the duties between two people - thereby decreasing the individual workload - and ensuring that there are more "eyes" on the operations
 - Ed (SASC) - Utilize a "personal touch" when asking people to "step up"; go to practices, where a "captive" audience of parents waiting for swimmers exists and solicit volunteers from those present
 - Sue (USA) - Be careful of "spinning" - don't tell potential volunteers a given position or job won't take a lot of time, if, in fact, it will. Honesty is always best policy.
 - At Bethel Park, a President and President Elect officer system is used - which affords a one year shadow period prior to assuming the role of Club President. The Past President remains involved with the club operations, and the current President frequently defers to the past President's advice and counsel. The past president retains voting right for one term.
 - WAAC employs a three month shadow system.
 - Important to check Club By-Laws and update if needed.
 - How many clubs utilize a Nominating Committee - and what are the policies and procedures surrounding its use?
 - Athletes must comprise 20% of every committee, as well as the Board of Directors, at the LSC level per USA Swimming. Not mandated at Club level - but highly recommended.
- ✓ Forum Attendees Discussion of Tuition Fees, Pool Fees, and Safe Sport:
- Denise (DLAC) - we are a small team and only about 25% of the club compete in AMS meets. We have been experiencing "push back" with regard to tuition fees - which go to pay the coach for time spent on practice deck and at meets. We service an area that is not "affluent" and swimming is not the sole sport for most of these kids. How do we retain and grow the number of team members?
 - Discussion of the Diversity and Outreach programs within the LSC - and how clubs can tap into them.
 - Pool Rental Fees & Pool Time Availability:
 - USCS: our club has pool whenever we want/need it - without rental fees
 - Sven (Moon): we have gotten push back from the AD at various points in time - only allowed certain percentage of club swimmers to be from outside of the district
 - Aimee (CVSC): the district charges the club additional fees for non-residents
 - ANSC: uses a "Unified Boosters" organization. The number of "out-of-district" spread throughout all of the club sports. Swim club has a good relationship with the Unified Boosters, so "reserve/rent" space often afforded to club to add additional OOD swimmers.
 - Pool space for meets always an issue in LC. Highland Park - one possible option for future
 - LSC Policy Changes &/or Issues to Be Aware Of:
 - Locker rooms
 - Safe Sport
 - Cameras on Deck
 - Bullying
 - Club Leadership 201 (from USA Swimming)
- ✓ Inauguration of AMS Volunteer Task Force in Spring to coincide with USA Swimming Volunteer Recognition Month