

**Survey Results
& Analysis**

for

LSC Leadership Survey- Middle Atlantic Swimming

Friday, September 26, 2014

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Survey: LSC Leadership Survey- Middle Atlantic Swimming

Author:

Filter:

Responses Received: 22

Please list TWO strengths of Middle Atlantic Swimming as it faces the future. Include a brief explanation of each.

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New GC is ready to make changes and contacting (personally) BOD members to see if they are on board, instead of bored. And now you know who this is:) Top notch staff willing to work for change/betterment.:)

Strong Teams in the LSC Commitment to youth and swimming

1) Financial governance - our board members overseeing the LSC's finances have done an excellent job in keeping the LSC on a strong financial footing, particularly through the recent economic downturn. 2) Growth - interest in the sport in general continues to grow with membership being the highest I can remember and also in soecific areas such as distance and open water swimming.

Growth potential - sheer number of clubs and swimmers increasing (and not just in response to Olympics) Willing volunteers - good people ARE out there (but they need to be ASKED to help and they deserve clear communication about goals/expectations and a degree of respect and appreciation (or they will find other ways to invest their time and effort)

1) the effort/vision of the leaders - growing the operations to our current size with 3 employees and lots of volunteer hours is impressive 2) the coaches on the board willing to give extra time, off pool deck to help the LSC - with no compensation

The MA office staff is wonderful. Cherita is especially tolerant and helpful. MA always produces high caliber swimmers, due to the strength and dedication of its coaches and athletes.

Office Staff/Administration - Well established office staff keeps the gears greased and running in the LSC. Internal Harmony - Compared to other LSCs we have relative harmony amongst our clubs. Not saying it is perfect and no issues ever crop up.

Great Staff (Cherita and staff keep us directed) Great History

There is a lot of depth in the swimmers in this area and teams continue to grow.

<p>Most coaches are willing to work with other coaches when they ask questions and ask for feedback.</p>
<p>1. The number of new officials is increasing. This is definitely important in light of the increasing number of athletes. 2. We are encouraging wider participation in LSC management at the committee level. We can better relate and respond to current issues and conditions.</p>
<p>1. Strong financially-lots of money in bank. 2. Veteran BOD members- many members having a great history of MA. 2.</p>
<p>It is becoming much more diverse within teams as well as teams that are bringing more diversity (including disabilities).</p>
<p>Good coaches who care about performance AND the personal development of the kids</p>
<p>1)large number of athletes on a diverse variety of teams, from large/small, clubs vs YMCAs, urban/rural areas. Success is development of athletes who excelled at the national and international levels. 2) financial strength.</p>
<p>Growth: our membership is growing Leadership: Strong past and present leadership. Leaders do stick around</p>
<p>The office, the creation of the Director of Competition position</p>
<p>The People - athletes, coaches, officials and non-athlete members are our strength. Continually raising the bar and expectations. Proactive approach - if MAS was not proactive, we would not have an office, a staff and be ahead of many LSC's administratively.</p>
<p>1- MA has been a very strong LSC, for competition. Good coaches & great swimmers to compete against at all levels. 2- Over the years I have been to many well-hosted meets in our LSC and learned a lot from some of our better officials and meet directors while working with them.</p>
<p>very strong volunteer pool. Cooperation among teams is very good.</p>
<p>Strong financial base An excellent functioning office</p>
<p>I am new to the LSC...I will tell you once I have been around for a bit.</p>
<p>Middle Atlantic, in the recent months, is looking to change. It already has many good leaders to choose from; it will be go to see some healthy change. Middle Atlantic is looking for change as it addresses athletes. Perhaps a swim clinic or a swim breakfast of some sort - two different ideas which would benefit our large number of swimmers.</p>

Please list TWO weaknesses of Middle Atlantic Swimming as it faces the future. Include a brief explanation of each.

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Poor committee organization, and in some cases, leadership. Board bogged down in management vs governance.

poor operational capabilities at the administrative level too incestuous at the leadership level -- not enough different teams/demographics represented (too many of the same people in leadership positions)

1) GROWTH - while both athlete and club memberships continue to grow and we look for other means to attract new members, we've failed to identify ways to accommodate this growth with everyone competing for the same limited pool time both for practices and hosting meets. 2) A kind of good old boys club exists where some board positions change by virtue of the position (i.e. Coach and Athlete reps), the core of the governing body has been relatively the same for many years with the members cycling through the various chairs as their terms expire. While these members are knowledgeable and bring a good historical aspect to the decision making process, "new blood" should be encouraged to get involved and not just selected.

Organizational culture - there is a toxic us/them ("insiders") culture that might benefit from a shake up. Rules are not applied consistently which leads to frustration and resentment from those who are trying to follow the rules. Absence of a shared vision - nothing brings people together like working towards a shared goal. MA Swimming might have a "mission" statement, but communication and actions are not consistent (or persistent) enough to gain "buy in" from most members.

1) we seem to be too reactive vs proactive. it's the nature of a volunteer organization, but lots of items get discussed last minute. Need to focus more strategically 2) seems like too much of a "we did it this way for xx years, so let's keep doing it this way" mentality

The website has improved significantly, but is still a little clunky. Build (or buy the Kelly pool in Philadelphia) a 50 meter pool that ALL MA teams can use, so that we can compete with the rest of the world. There is a huge lack of long course training facilities in our area.

Participation of Coaches - with over 110 teams coaches should be more involved in the governance process. Most of our coaches, including a lot of strong established coaches, only stay within their own program. Organization of Officials - Officials committee is a bit dysfunctional. Swim meets often see an overabundance of officials, many of which left with little or nothing to do during the meet itself.

Communication to members - we are moving forward in the right directions, but it is important we keep up the great communication with all of our 10,000 members Continue to educate Board of Directors and strengthen committee structures

There are some board members and staff members who try to hand pick people for board positions and force others out. The board is not perceived well within the LSC by many coaches. We do not have enough pools for the amount of meets we need to run, and run well

1. A weakness but nevertheless a necessity is all of the additional background checks and APT training required of new officials. 2. We are oversubscribing too many championship meets resulting in onerous timelines and the negative impact on officials and parents.

1. Committees-office staff does all work 2. Web-site- too slow, not current 3. 50 meter pool availability-very limited. can't hold large meets for 6th largest LSC!

As we become more diverse, we need to ensure that MA represents its swimmers in terms of Officials, Referees, Committees, and MA divisions and leadership.

Petty egos by people in the board that disparage people who aren't part of their inner circle and reward those who are. Do-nothing administrators.

1) Board has been 're-cycling' members for some time, with minimal input of new members. General approval of committee activities without considering overall impact on the LSC mission and objectives. Minimal participation by parents, etc on many committees; tend to be predominantly manned by coaches. 2) Communication - need better organization of website and regular newsletters, whether to athletes or parents.

Facilities for swimmers: not enough and not enough with technology
Technology: Need to get more with the current trends younger people are used to dealing with

Meets, the number of, long course pools

Engagement - so many members, so little involvement. Recognition - great accomplishments and history and not enough bragging

1- Sometimes it seems as if not everyone at the MA offices communicate well with each other. E.g. Last Dec when our team hosted a meet, the day the meet started, I rec'd a very detailed email from one person, stating that I am NOT to let this one unregistered PSU student in the meet (even though he said he sent his registration to their offices by when they needed it) unless he gave me another check and registration form, which I did. I explained to the student that I would call the MA office Monday afternoon after the wknd of the meet, to be sure they still had not received it before mailing it to them the next day (Tues morning). They said no they did not receive it, so I spent \$20 of my own money

to mail this to MA so they would receive it the next day. When they received it, they sent the student an email stating that they had received his original check/registration the Wednesday before the meet started - 2 days before I received the email saying I had to collect a USA registration form and check in order for him to swim in our meet. It made the student look bad for looking like he did not follow their instructions - but to me it made MA look bad to the student, the coach, and to me since I did everything I could to not mail the check before checking (and they did tell the student they had it before the meet began). Total lack of communication between people in the office. 2-The issue of not approving meet directors when someone who was ready 2 seasons ago and took the required test, got her clearances but was not approved because we found out about 3 months after she took the test, that they were not approving any because they were changing the process to approve meet directors the next month and almost a year later, they finally have the new test available - meanwhile I had a senior who is now gone from the program and I am still the only certified meet director. It would have been worse, had my son graduated a year earlier and then our team would not have had someone to take over for me - even though we had trained this woman for 2sc and 1 lc season before she took the test a year and a half ago. Now, after speaking with our coach, I am going to take the new test and upgrade my clearances even once the two trainees are approved so we have a back up person even though I am done and ready to move on. We were being pro-active at our club, only to not get any answers to emails we sent asking what we could do to expedite getting at least one approved, except that they are changing the program and info would be forthcoming. To me, that is unacceptable when we are ALL volunteers in our positions at the club level. Before halting the former process, the new process should have been ready to go, esp. since all of us already approved have to retake the test which is now available to remain certified. Our club was fortunate I still had one more year. I know of at least one club that was frustrated that they did not and could not get someone certified so that they could try to host meets, which would have been good, since meets in our LSC fill way to fast and the swimmers get shut out of meets which is definitely not good for them.

limited number of long course venues. Need more flexible training schedules and more trainers available to keep new people in the program.

Getting the better performing clubs to be involved a dismal attendance at annual meeting when elections held a minimum of votes coasted. Make everyone understand they are "they" and not some abstract group governing their sport.

Same response as #1

Same people on the board. - Although sometimes this helps in not duplicating efforts as the years quickly pass, it would be great to have a different person step up to the plate now and again. Too little parent involvement on the board. It would be great to see some parent on the board.

Please list TWO opportunities which face Middle Atlantic Swimming in the future. Include a brief explanation of each.

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Community presence - the opportunity to provide services to our community and to tap into resources in the business world. The opportunity to move from management to governance with the new administration and the opportunity to utilize new technologies to strengthen communication within and outside of the Board and committee structure.
Opportunity to expand pool capacity at colleges & universities
1) Growth - Middle Atlantic is experiencing an impressive growth in membership and has the potential to continue that growth through a variety of methods. 2) Change the sport - MA has people that are actively looking to grow participation in open water swimming by sanctioning open water events and establishing a tiered approach to from the local to national and international levels of open water competition. In the pool, others are starting to look outside the box for non-traditional meet formats to foster interest in and raise the competitive level of some meets.
Building the base/Promote the sport - currently MAS does little (nothing?) to interest and attract swimmers who are new to the sport (particularly in minority communities which are seeing growth) Sharing a vision - if MAS has a stated goal/vision and actually works to communicate and uphold it then new clubs will be able to set up in the LSC and have more success, particularly in terms of hosting and running meets (coordinated efforts between LSC management, officials, meet directors is imperative)
1) we are one of the largest LSCs, producing many HS all american's - we should be on the front line of innovation and leadership of USA Swimming 2) we are still growing, lot's of new swimmers, need to tap into those parents for leadership within the LSC
Increase awareness of the value of swimming to minority athletes Building more 50 meter pools
The opportunity to follow the USA Swimming model of enhancing elite performance while still building the base through education, camps, and clinics. The establishment of the Director of Competition position and how it could soon serve as an in-house club development position to help educate and strengthen our clubs, boards, and coaches.
Educate the many local swim leagues (SAL, YMCA's etc) in the LSC about benefits of membership to USA swimming

The opportunity for a new pool to be built in Lancaster as a site for Championship meets The opportunity to further spread our inclusion agenda across the LSC and the Eastern Zone.
1. More swimmers joining from SAL league? 2. Money in bank-able to do any new programs that come up? Ex. Camps, OTC trip.
Opportunities that allow for more opportunities to volunteer and positively promote swimming in the MA.
Growth. Financial surplus.
1) better recognition and inclusion of disabled athletes in our programs.
Diversity: Try to go out and get diverse cultures interested in swimming Swimming is a growing sport: As kids focus on one sport the sport therapist turn to is usually swimming.
Bringing in the SAL league, increasing the communication between the LSC and the clubs
Expansion - the membership numbers continue to grow - opportunities for athletes do too. Leadership - MA can be an example to the Zone and country of how to best serve your membership through innovative programming.
1- With all of the clubs in the LSC, it would be nice to help some of the smaller, newer clubs find ways to establish themselves in the LSC by hosting meets.
Masters swimming programs will begin to help clubs compete on pricing for young swimmers. Open Water competitions will allow us to expand our offerings.
To continue to increase the travel support for swimmers To enroll a large group of winter swimmers not registered in the Suburban Aquatic League
The next two years we will see our sport front and center in the sports world with the Olympics and Phelps...this is our last run with this combination, we should take advantage of the free marketing to grow our sport.
Working with disabilities - clubs, meets

Please list TWO threats which face Middle Atlantic Swimming in the future. Include a brief explanation of each.

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Too many athletes for existing facilities, especially for running meets. Lack of interest in the organization from constituents, especially the coaching community. When things are going well, no one seems to be interested/connected/concerned with the future.
Lack of participation by volunteers due to the existing leadership Lack of diversity; both racial and social
1) Growth - a common theme here and if MA doesn't develop a plan to not only sustain the growth, but more importantly provide the necessary services required by a larger membership such as pool space, it will become a self-defeating proposition. 2) USA Swimming - while USA Swimming claims to want to grow the sport, people at the grass roots are looking at rule changes the past few years as directing the organization towards a elitist posture favoring only the best swimmers while making local level meets difficult, if not impossible, to run, particularly for smaller clubs.
Disenfranchisement - 1) of quality volunteers - can't run clubs or meets without them but must communicate with them and value them in order to keep them 2) of swimmers and their parents - focus on "Building Champions" at the expense of others (within USA-S, MAS and at the club level)
1) pool time. This is a big issue, pools tend to be focused around Phila, meets are oversubscribed and crowded 2) adding too much overhead to meet operations. Why do we need a MD, AO, SD, Official, AND Starter? Way too many volunteer positions to fill
Safety of our swimmers (keep pedophiles out of the sport) Loss of pools
Lack of adequate competition pools (especially LCM) - Our LSC is far too big to only have 4 LCM competition pools, only 1 which has separate warm-up/warm down.
Lack of Long Course Pools Rouge Meet Directors :)
The lack of pools and meets getting closed to entries leads to people getting tired of the overcrowding and moving on to other sports. Board members are stale- many times, the same people get recycled into different positions, and that is not always good. Some feel fresh ideas and fresh personalities as threatening.
1. Lack of good meets in LSC-most teams travel to other Championship meets. 2. Lack of new members on committees
Not being apart of the communities in which we swim or complete in.

Aging facilities. Disillusioned coaches and teams who don't participate in the legislative process because things seem tilted against them.

Costs involved without the economy growing Diversity: different cultures within MA have different customs including bathing attire.

Shortage of officials, making too many rules/obstacles to allow people to get involved

Programming - constant growth with the same program because that is how we have always done it... Facilities - we are leaning on our existing facilities heavily - wear and tear and lack of new facilities popping up.

1- The ever increasing difficulty in trying to keep the club running as some people are leaving when their children age out and not being able to have people ready to replace them (even though in our club's case we tried to do that over 2 years prior to me being finished and it still hasn't happened. The person, that was ready to go, was so frustrated she almost bagged it, which would have hurt our club even more. The LSC has to realize we are ALL volunteers at this level and our terms with the club are only there as long as our children are still at the club. So if it takes so long to get approved to do what you are willing to do to help, it almost doesn't pay to try because by the time the approval happens, you only have a year or 2 left with the club...defeats the purpose of trying to get the person certified. She needs to start training someone else soon and she is STILL not certified! 2- It is tough to get the volunteers needed when you have to jump through so many hoops to make it happen. You can still run a quality meet, without it being so difficult to try to volunteer! I have spoken to other Meet Directors from other LSC's who do not have the same issues - I have been to meets in those LSC's and they have had very well run meets! It makes me wish I had lived in a different area and belonged to a different LSC.

Animosity with High School swimming keeps good swimmers away from our competitions Club pricing keeps some swimmers out of USA swimming.

Potential breakoff of some age group faction across all LSC' as the sport gets bigger and the clubs have less relevance as the age of National Athletes goes up and HS swimmers not eligible to attend need for Nat Age Group Championship which Nst ignores.

Not sure...I need some time to learn how things move and shake in this LSC.

A final step is to identify the critical issues or choices facing your LSC in the future. Please identify the three issues or choices that you judge to be most crucial to Middle Atlantic Swimming's future success. Please include a brief explanation of each.

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Committee structure - most of our committees are committees of one. Even with a reasonably effective chair, participation is minimal. Meet structure - we have the same schedule we've "always" had. We need to inject some fun, variety, enthusiasm, "newness". Financial stability - if we move to new programs/services/employees/involvement, we will need more \$\$\$. We are financially stable at the moment but when we start to tap into reserves, we need to have a sound plan. I have a lot of confidence in the current Finance Chair, but the entire Board needs to be interested in the financial future of the organization. Looking forward to seeing you !

Leadership - as mentioned previously, there has been little change in leadership from a demographic standpoint. Individuals from the same or similar teams consistently in those leadership positions. Right now we have 3 individuals on the Board/in leadership positions who came from the same club (Emmaus Aquatic Club). We also have or had a brother & sister from the same club on the Board. Staffing at the office is also a challenge. It is often difficult to get responses to inquires or changes to the website to be made. Although we have several employees it never seems as though you can reach a person at the office. Perhaps this function should be virtual for the future? Identifying additional pool resources for the LSC run meets and providing assistance to smaller clubs who need it pertaining to identifying pool resources and/or assistance in paying for pool space. E.g. collapse of Atlantic City Aquatic Club.

1) GROWTH - a double-edged sword as we want to grow a great sport that the kids can continue the rest of their lives, unlike football and others, but we have to prepare to adequately service a larger membership. 2) Finances - we need to continue to prudently manage our finances to remain on a strong fiscal footing while still spending to provide the services that best serve our membership. 3) Volunteers - we need to develop a truly comprehensive plan to attract, train, and retain volunteers for all aspects of the sport from organizing and running meets to leadership on the governing bodies of local clubs, the LSC, Eastern Zone, and USA Swimming. There's a place for everybody to be involved, we just have to figure out how.

1. The "old boys" network - consider eliminating it on the board, in committees

and on the decks 2. Communication - the website is not a valid resource (and is often unavailable) and the "monthly" e-blasts is inconsistent (not monthly) and generally useless (late info, poorly organized) 3. Consistency - LIVE by your mission (revise it if necessary) and help everyone do the same
1) increasing pool time for competition 2) using our cash reserve strategically vs tactically 3) more strategic thought into our meet calendar
Build more 50 meter pools in the LSC. We need to level the playing field with the rest of the US and world. Increase the diversity of our athletes. Continue to improve the safety of the sport. USA Swimming has had too many scandals in the last two decades regarding coaches who prey on athletes.
Serving our clubs while not harming clubs which host swim meets. Do we force clubs to accept MA teams first? What happens to clubs who traditionally attract out of LSC clubs? Definition of duties within the LSC and at LSC meets. Supporting elite athletes vs. non elite athletes
Board Leadership (we are on the right path) What do we do when Cherita retires? Dependence on GCIT (DUMP)
Lack of pools for quality meets is a huge issue. Disdain towards board members or board actions is becoming more prevalent Meeting the needs of the huge numbers of Age Group swimmers we have in the LSC
1. Continue to increase the number of new officials 2. Improve incentives offered to officials to commit the time to work 3. Redefine eligibility criteria for championship meets.
1. lack of quality meets for senior swimmers. PA is too HS driven. 2. Adding more staff to MA, because committees can't do their jobs. 3. Change for just change isn't always good. If not broken, why try and fix. This is pertain to meet placement, formats, etc
1. Diversity 2. Community involvement 3. Outreach
Facilities- maintaining the positive relationships Are we going to be focused on actual performance or are we going to let our egos dictate our decisions and actions.
1) need for broader participation by parents (ie. non-coaches) in operation of MA and its policies. 2) clearer communication of MA policies and practices. 3)
1. Being able to address the growing population of US swimming in our LSC with meets and pool space. 2. The thought process of everyone gets a "trophy" or award. 3. Technology mandatory hot spots at meets; Live feeds of crowded meets.
1. Certifying meet directors, 2. providing opportunities for education for parents, athletes, coaches, clubs 3. Creating a camp system for performance
1. Do we want to be a leader or a follower? If we lead, what do we lead in -

performance - retention - services? 2. Retention numbers aren't as strong as other like LSC's - what can and what will we do about that to keep our swimmers? 3. How do we constantly evaluate our services and satisfaction of our membership?

Give more support to all clubs in the LSC. It seems, they love to set up roadblocks to success for clubs, instead of trying to help make things run more smoothly and in a timely manner.

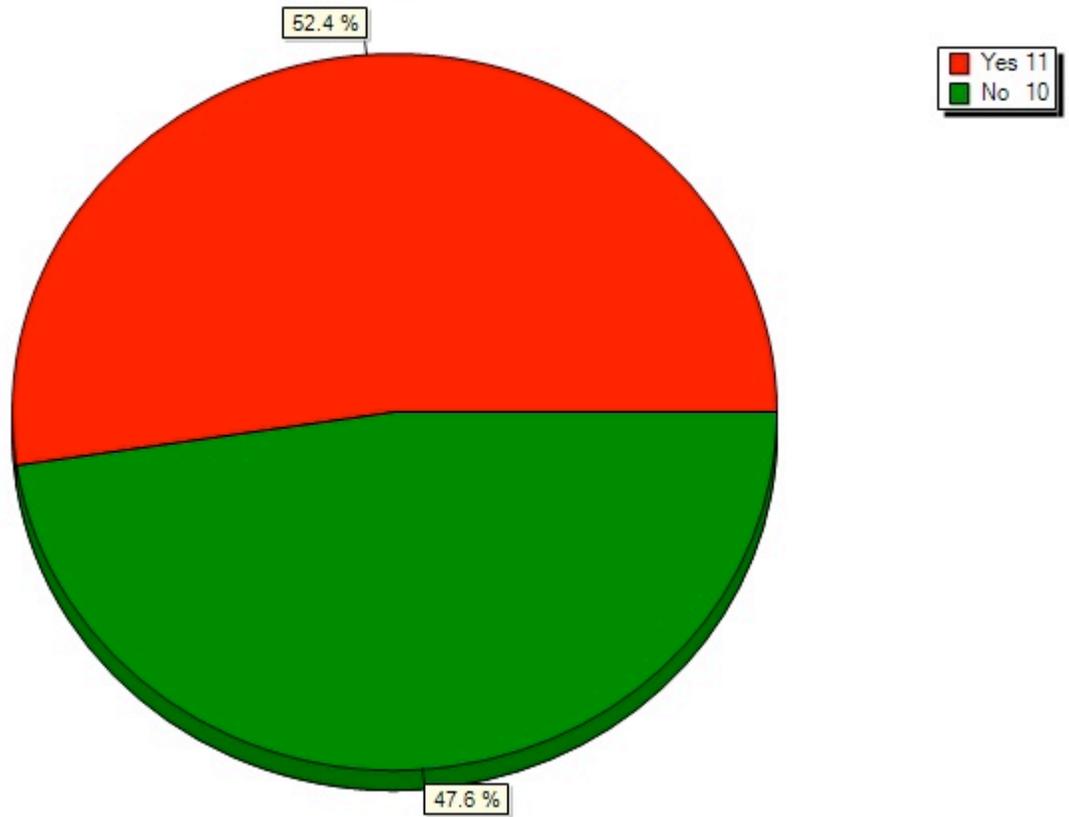
More coaches are needed on deck in order to serve our growing teams. More parents need to be "groomed" as AOs or officials to keep meets running. Facilities must invest in improved systems, such as computers, head sets, etc. to keep our meets' standards from slipping.

To provide the feeling to clubs they are receiving benefits as fees continue to climb and that the Nat Headquarters has their concern in mind. To be able to help clubs without them feeling like it is Big Brother over them with so many regulations. Watch out for being too stringent on the meet time limits that are really just thought up numbers anyway and get more availability of pools to help the problem. One reason to get more involvement of the SAL with some fine pools .

not sure

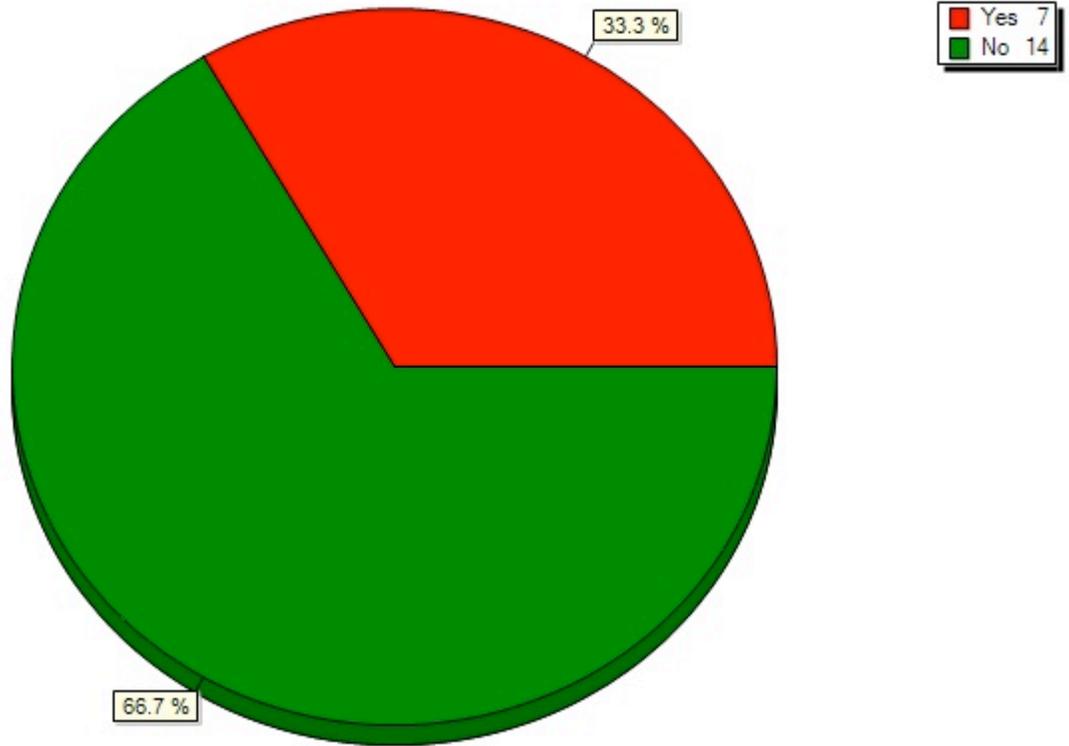
Are you a member of the Middle Atlantic Swimming Board of Directors?

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Are you a club representative to the Middle Atlantic Swimming House of Delegates?

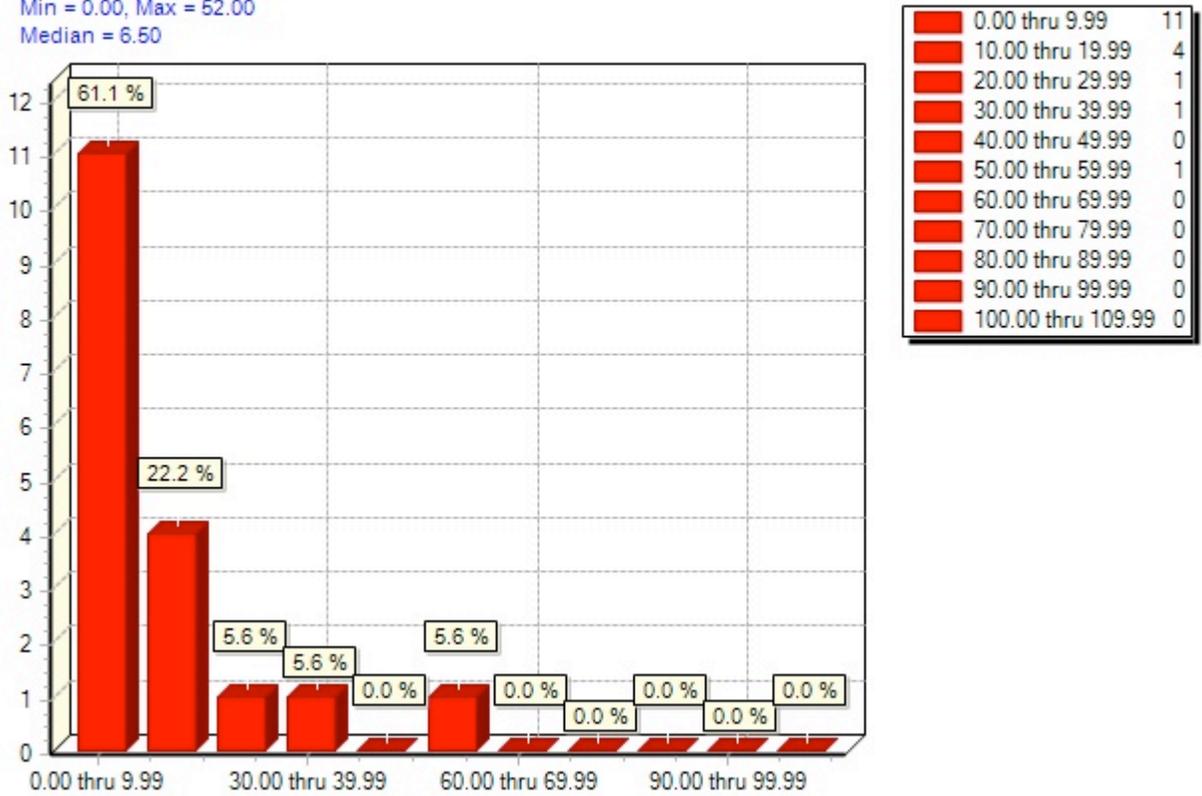
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How many years have you served on the Middle Atlantic Swimming Board of Directors or been a representative to the Middle Atlantic Swimming House of Delegates?

How many years have you served on the Middle Atlantic Swimming Board of Directors or been a representative

Mean = 10.39
 Min = 0.00, Max = 52.00
 Median = 6.50



If you are a Middle Atlantic Swimming board member, what do you like best about serving on your LSC board? If you are a Middle Atlantic Swimming HOD delegate, what do you like best about representing your club at the Middle Atlantic Swimming HOD?

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Back in the day (15 years ago) it was much more appealing to be a member of the HOD. Decisions were made and carried out. HOD not so involved now.

n/a

The opportunity to make a difference and hopefully keep the sport about the athletes.

I attended the HOD in 2014. What a sham!

I like the passion the other board members have around the sport and the way the board is inclusive, not isolated

The opportunity to give back to the swimming community as a whole that has given so much to me

opportunity to make change

As a board member, I like being involved in the development process of key plans and programs for the athletes. I also like being active in helping to make MA better for the athletes, rather than being a coach who complains on deck but does nothing.

Know first hand what is going on-web-site doesn't help amd minutes to committee meeting come the day of the next BOD meeting

opportunity to participate in governing and establishing/implementing policies of both MA and USA Swimming

Helping MA grow stronger.

Helping to improve the sport

The opportunity to work with other BOD members at the business of swimming

Knowing what is going on and being involved with whatever club I have been with. If you have a complaint then you have to attend meetings

no

NA

If you could change one thing about the LSC board (board members) or HOD (club representatives), what would it be?

If you could change one thing about the LSC board (board members) or HOD (club representatives), what would it be?

Enthusiasm. Get with it, people!

make the representation of the board more diverse and actually representative of the LSC

I think the board is well-intentioned and brings a variety of backgrounds to the decision making process, but it seems a lot of time is spent in discussing details as opposed to a general governance of all of its members (club, athlete, and non-athlete). I think we need to be focused on why we are here, the athletes, and making competitive swimming the best experience possible for them.

Pretty much everything. How long can a group of people take baby steps and call it progress before they are expected to step down or be replaced?

get more parents involved vs coaches

Attendance/participation in the LSC HOD from more clubs and coaches

less "face to face" meetings

For the board, I would like there to be more transparency. I think there are board members who work behind others backs

Follow through with what you say you will do, in timely manner.

New blood

more 'new' members

Its a diverse group both the board and HOD which is great. Need more younger people (parents) interested but that is hard due to time constraints.

Attendance at meetings

Start governing - not managing

more feedback, but overall, I'm happy with the way the board works at present.

Get all a Reps to annual meetings. To understand it is their LSC

?

more diverse - regarding more parental representation, more active athlete representation

What do you think should be the #1 priority for your LSC and its board/HOD in the next 6-12 months?

What do you think should be the #1 priority for your LSC and its board/HOD in the next 6-12 months?
A 4+ year strategic plan proposed by a governance-based board for implementation by well-organized, enthusiastic committees serving under a committee chair who is able to engage all members of the committee in meaningful work.
representing all of the LSC teams and their needs
To identify how to provide the best services/facilities possible to handle the growth in membership that the LSC has experienced recently and will hopefully continue to enjoy.
COMMUNICATION - figure out the message and get it out. Be consistent.
operating more strategically.
Preparing for 2016-2020
continue with strong board leadership
Create and maintain more meets for the swimmers. Help those interested in funding and building pools with their plans.
Plan next year schedule better for swimmers and get committees to do something!
Outreach
re-establishing governance practices of the board.
Address our growing and changing population.
Organizing the meet directors and meet scheduling
reinvent itself while not interrupting the performance
Try to find a way to allow more clubs/more meets be hosted so they don't filled so quickly, which ultimately hurts the swimmers trying to improve their skills. If not for the swimmers, there would be no LSC. Ultimately, what we are doing at the club level is to help all the swimmers succeed to the best of their ability.
getting more new parents to become part of the volunteer efforts of the club so that we can distribute responsibilities to more people and increase the number of people with a sense of commitment to our club/LSC.
To some how get all of the clubs to be aware of what they are a part of all the way to National and get into it and that they are a part.
The #1 priority for our LSC and board/HOD should be to provide opportunities

for our athletes to pursue and to achieve their dreams.

Wow, that's a tough one! I'd say swim meets right away, but I think that it may be fruitful to think more generally, more about what the LSC wants to do going forward. Maybe make a 4 year plan, and put that plan where people can see it, respond to it, and get involved with it.

Please list three things you would like to see the workshop participants accomplish during this weekend.

Please list three things you would like to see the workshop participants accomplish during this weekend.

Engagement - get on a committee and do some work. Cohesiveness - be a part of the organization, not just a bystander Commitment to a plan - everybody get on the bus, cause we are leaving the platform.

1) a blueprint to identify and provide the necessary services/facilities for our growing athlete membership 2) a blueprint to develop a plan to attract, train, and retain volunteers at all levels of the sport with particular emphasis on officials to properly staff our sanctioned meets 3) create a plan for developing partnerships with other individuals and organizations, both within and outside the sport to help address needs such as creating more pool space.

Review and/or revise mission. Develop communication plan (and assign new webmaster). Update by-laws (without leaving gaps) and include term limits for all committee positions along with a succession plan.

1) increase parent involvement in LSC board 2) get new blood in LSC board 3) define a clear strategic direction of the board.

As much participation from non Board members as possible Some underlying issues which do not get talked about openly to come to the forefront and discussed A manner in which "what the LSC can do for you" can be disseminated to clubs not represented at the workshop

not sure

How to be a stronger, more honest board How to work together How to better meet the needs of our athletes, coaches, teams.

1. stronger committee 2. better communication from office through web. Our coaches didn't know AP was good for 2years, not 1 3. What programs USA is thinking of doing to help swimmers in club swimming

Focus on Outreach, Community Involvement & Diversity

1) review MA mission 2) develop basis and means for inclusion of new Board members and Club representation.
Strengthen committees Electrify committees A positive look to the future
1. focus 2. plan 3. understanding
To get new people involved programs to get coaches involved
1. Understand our LSC's Mission and Vision 2. 2 yr calendar leading up to Trials 3. Not sure

Anything else you want to say that did not fit into the survey questions?

Anything else you want to say that did not fit into the survey questions?
Can't wait to see these answers!
No.
I cannot believe that USA Swimming would plan any meeting - large or small - to coincide with the most holy of holidays for ANY denomination!
no
no
Very excited about the weekend
excited to take part
Don't create so many roadblocks for clubs. We want to see clubs and their swimmers excel.
No
na