

Lake Erie Swimming

LEAP 2022

Review

Narrative Section submitted for the three areas of LEAP review. The comments were feedback from the few members that provided their comments.

Governance Narrative Section:

Thinking about the above LSC Governance structures:

- 1. List 1-2 of the most successful governance items in the LSC-Describe why**
 - a. Analytics are being used for LE championship to determine format for championship meets**
 - b. HOD representation has great representation because clubs are fined \$100 if they do not have a representative at HOD**
- 2. List 1-2 of the most challenging governance items in the LSC- Describe why**
 - Changing the BOD culture to focus on governing**
 - Getting committees to be active which includes meeting on a regular basis, taking minutes of their discussion and decisions and setting goals for their committee which are aligned with LESI Strategic Plan**
- 3. List any other governance items being successfully utilized in the LSC which are not included above.**
 - a. Governance Committee when active (June 2020-June 2021) developed evaluation documents for BOD and Committees. The only committees to use these documents were the athlete committees and Elaine Miller Committee. LESI BOD members are not interested in governing, just running meets.**
- 4. List 1-2 ways USA Swimming can assist the LSC in governance to better serve the athletes and coaches of the LSC**
 - LE needs help identifying and recruiting volunteers**
 - Creating a positive and effective BOD culture especially as it relates to effective committees and governing**

Programming Narrative Section:

- List 1-2 of the most successful programming items in the LSC-Describe why**
 - a. Using analytics to improve championship meet formats**
 - b. Athlete involvement in all aspects of LESI – LESI had a forward thinking athlete who organized the athletes and assisted them in developing active athlete committees and developing athlete events and initiatives. They set the bar which none of the BOD committees have been able to achieve**
- List 1-2 of the most challenging programming items in the LSC- Describe why**

- a. Active committees which meet, document and set goals aligned with LESI Strategic Plan
 - b. LESI BOD members are concerned primarily with running meets, not governing
- List any other programming items being successfully utilized in the LSC not included above.
 - a. LESI has gained 5 clubs for 2022 with 2 others submitting club applications. Y clubs in the area want to expand their programming to include USA Swimming.
- List 1-2 ways USA Swimming can assist the LSC in programming to better serve the athletes and coaches of the LSC
 - a. LESI needs to hold a Strategic Planning session with USA Swimming personnel to focus the LSC goals and initiatives to BOD and club leadership personnel
 - b. USA Swimming's involvement in LESI 2022 Swimposium which will be focused on improving LESI committees effectiveness and club connections.

Communication Narrative Section:

When thinking about the above Communication items within the LSC:

- List the 1-2 items from above of greatest communications strength in the LSC-Describe why
 - a. LESI uses a variety of communication tools to communicate with the LE swimming community: website, weekly emails, Twitter, Facebook, Zoom webinars. Athletes have a website, Instagram (@lakeerieswimmingathletes), Twitter (@lesiathletes), Facebook and email tools to connect LE athletes.
 - b. Club registrars have timely responses from the LSC registrar for any of their questions or concerns
- List the 1-2 items from above of greatest communications challenge in the LSC- Describe why
 - a. Publishing committee meeting minutes – committees either do not meet or do not provide minutes as documentation of their meeting
 - b. Governance Committee has become inactive in the last year – chair and members resigned, and current members do not meet
- List any other communication items being successfully utilized in the LSC which is not included above- Athletes provide communication on events, committee meetings and minutes (see <http://www.lakeerieswimming.com/athlete.htm>)
- List 1-2 ways USA Swimming can assist the LSC in communication to better serve the athletes and coaches of the LSC-
 - a. Stress and provide best practices regarding the need for LSC committees to meet and provide documentation of their meetings

Items USA Swimming indicated LE should work on in the next two years.

1. **.Governance** - The Governance Committee was active from June 2020-June 2021 and reviewed board documents as well as developed the following evaluation documents – BOD members, Committee evaluation – Chair and individual members

Please describe how the LSC Governance Committee is fulfilling its responsibility in each of the following areas: board recruitment, board development, board document and when/if the Governance Committee will become an active committee.

2. Governance – Financial

I would encourage developing a more specific policy with regards to the unused funding.

3. Programming – Member Recognition

Describe how the LSC recognizes each of the following members? Athletes: (Sr/Age Group swimmer of the year, Breakout swimmer of the year, Olympic Trials/National Qualifiers, College swimmers from LSC, LSC Academic honor roll/Scholastic All American, Banquets, Top 5, etc.)

Coaches: (Sr/Age group coach of the year, Developmental coach of the year, Coach tenure in profession/LSC, Coaching honors from other organizations, etc.)

Teams: (Olympic Trials/National qualifiers, IMX/IMR, VCC, CRP, Club excellence, etc.)

Volunteers: (Phillips 66 outstanding service award, LSC determined honors, etc.)

Diversity Representation: % of swimmers from “under-represented” out of total # of swimmers? Encourages Diversity and Acceptance, Growth and tracking of #'s

Additional Comments from USA Swimming

- **USA Swimming wants to work with LESI on improving LE BOD and Committee culture**
- **Zach is an excellent representative of Lake Erie Swimming!**
- **LESI needs an active Governance Committee – see term limits from Jan. 31, 2019 Governance minutes on LE website.**

Term expiring Spring 2020 – Julie Bare, Pam Cook

b. Term expiring Spring, 2021 – Branden Burns, Mike Davidson

c. Term expiring Spring, 2022 – Sarah Tobin, Eric Peterson

d. Athlete Members – Maya Lewis (term expires 2021); Madison Kelly (term expires 2020)