

April 20, 2015

Attention:

John Bitter, Pacific Swimming LSC - General Chair
Members, Pacific Swimming LSC - Board of Directors
Club Representatives, Pacific Swimming House of Delegates

Motion to Change Bylaws – Term of Office

I am writing to express my opposition to a change to the Pacific Swimming Bylaws that would provide for a fourth term for the incumbent General Chair. The Bylaws, as written, provide for a maximum of two consecutive terms and the term has already been extended once.

As background, the state of the LSC is stellar in many and important ways.

1. The financial status of the LSC is strong, allowing the HOD to provide 100% of the required and necessary services to the membership including
 - a. The registration of athletes, non-athletes and clubs.
 - b. The scheduling and sanctioning of meets for the athletes.
 - c. The recruiting and training of officials to staff the meets.
2. The financial capacity of the LSC allows for the sponsorship of important competitive activities for the athletes including
 - a. Age group and senior camps
 - b. All-star competition within the LSC
 - c. Sponsoring all-star teams to Western Zones, North American Challenge Cup and others.
 - d. Financial resources for athletes and coaches attending Nationals and Junior Nationals
3. The financial and cultural support for outreach and diversity programs including
 - a. Annual Diversity camp and outreach program grants
 - b. Other related programs

The membership of the LSC is strong and diverse.

1. The LSC is one of the top three LSCs of 59 in terms of registered athletes on an annual basis
2. The number of registered non-athlete members, including coaches, parents and others is in the thousands each year.
3. The LSC membership includes over 100 independently managed and operated teams, most of which are governed by volunteer parent boards. Capable volunteers from clubs plan and manage over 100 sanctioned meets each year, utilizing dozens of individual club volunteers requiring a similar skill set and temperament of leadership as is necessary for the Pacific Swimming LSC.
4. The LSC has 100s of active, trained and capable officials including over 300 that attend the annual LSC officials' clinics. Many are capable of becoming teachers, mentors and leaders of the officials' corps if given the chance to perform.

5. The LSC resides in an economically booming region of the country where technology, innovation and dynamic businesses and organizations reside.
6. It would be likely that the non-athlete members include a full range of backgrounds, talents and skills sets including blue collar, white collar, professional, doctors, lawyers, accountants, leaders and followers. We have parents who lead multi-million dollar corporations, teach hundreds of students, who care and serve others in need all the time.

Overall, the Pacific Swimming LSC organization has the resources, the size, the talent, the experience and skill sets from which to attract and recruit an elected slate of officers to the Board of Directors without amending the long standing bylaws requirements.

The recent nominating committees and Board of Directors are stating the inability to attract new members and are looking to alter the historical bylaws in order to retain the old guard of officers. They need to look internally to understand why new volunteers are seemingly unavailable to step up and serve.

The current board is blocking opportunity for new members to serve. In each of the past elections, outsiders have been nominated and not elected. New members have been elected and not provided the opportunity to learn and serve on committees and in leading programs.

Certain individuals serve on the LSC while maintaining their old positions at the zone levels. The current culture blocks opportunity and desire of new folks to step forward and serve. By continuously appointing incumbent volunteers to the same positions on the boards, new members are not allowed the opportunity to step forward, learn, serve and become new leaders.

Serving as a volunteer at any level in the LSC, whether on a team, at the zone or LSC levels consumes energy and takes time. The General Chair, Treasurer, Vice-Chairs, Secretary and other positions deserve the full attention of the person elected by the membership. When these positions are held in concert with other high energy spots at the zone level, such as zone sanctions or zone officials' chair, time is taken away from performing the duties of both responsibilities.

However, perhaps more crucial to the ongoing leadership health of the organization, is creating opportunity for new faces to step forward when an incumbent is selected to serve at a higher level. The responsibility of the Executive Committee members is to manage the entire organization by identifying new talent and contributor as well as perform their assigned duties.

When not performing specific general chair duties, the general chair needs to be recruiting, training and encouraging the next generation of leaders. The vice-chairs need to be identifying and encouraging new folks to serve in committee positions rather than continuing to fill those slots themselves. If the members of the LSC Executive Committee do not relinquish their junior level slots, it is no surprise that there are no interested, trained or experienced candidates for the elected LSC leadership positions.

It is a nice reflection on the LSC when one of our members is selected to serve at the national level, whether elected or appointed. With the time requirement needed to serve effectively on the LSC Board

of Directors, it is hard to understand where the time and energy is generated to give their best effort to a major position at the national level. I congratulate the current general chair on his elected national board position. However, it is in the best interest of the LSC, for a fresh face, who can allot the required time to the local position be identified and elected.

The action of the nominating committee suggesting, and the three term general chair to accepting a fourth term of office, demonstrates a fundamental cultural and structural deficiency of the Pacific Swimming LSC organization. The membership needs to step forward, turn down this motion, and identify and place fresh faces in the leadership of the LSC. The membership base is strong, talented, skilled and capable.

The organization needs to refresh its leadership team, starting now.

Respectfully,

Fred Vogelgesang

Current Member – Pacific Swimming
Active Volunteer Official – 29 years
Past PC Treasurer – Three Terms
Past At-Large Member – One Term
Past Club Board Member and President

Copy to USA Swimming – John Morse, jmorse@usaswimming.org