



Sarah Welch – Northwest Candidate At-Large

The Election Committee has deemed that Sarah Welch is a member in good standing of USMS. The candidate has indicated she is planning to attend the HOD Meeting for this election year and is planning to attend all HOD Meetings during her tenure in office.

The candidate was nominated by Lisa Dahl and received letters of recommendation from Kathy Casey and Sean Fitzgerald in accordance with our Election Operating Guidelines. These letters follow the questionnaire.

The candidate provided the following responses on the Candidate Questionnaire/Consent-To-Run Form:

Please list the USMS National HOD Meetings you have attended, including the dates of attendance:

I attended all USMS/USAS National Conventions from 2003 in San Diego through Anaheim in 2013 as a delegate of the Pacific Northwest (PNA) LMSC. I attended all the HOD meetings convened during the 11 USMS Conventions which I attended.

III. Section Three: Questions

Why are you interested in this position and why do you believe you would be a good candidate?

I will bring a focus on the 'big picture' and will contribute to the strategic direction for USMS as an At Large Director. My goal is to make sure that we communicate among all levels of the organization and work to strengthen relations among LSMC's and the national organization. I am convinced that by sharing interests and best practices and communicating effectively, we can provide real value to our members. I'm committed identifying and mentoring future leaders throughout the organization to make sure we remain a healthy and sustainable organization into the future. .

What do you consider to be the major issues facing USMS now and in the future? As a person holding an elected position within USMS, how would you address these issues?

USMS is still evolving from 'all-volunteer' to the National Office model. The respective roles and relationships remain 'works in progress'. The strength of our organization rests on the success of the relationships among LMSC's, committee volunteers and the National Office and I am committed to working on this issue.

I am also committed to developing and mentoring USMS' future leaders. We can do a better job in identifying future leaders, mentoring them and offering opportunities and experience so the BOD going forward is representative of our entire organization.

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:

Finance Committee member from 2003 (post-convention) to present:

- Committee Member under Tom Boak, Jeff Moxie, Ralph Davis, Homer Lane and Jeanne Ensign
- Vice Chair of Finance Committee from 2006 to 2012 (under Jeff Moxie, Ralph Davis and Homer Lane)

Comp and Benefits Committee member from its inception in 2008 to present:

- Committee Member under Nadine Day and Ed Coates
- Chair of the Comp and Benefits Committee from 2012 to 2013
- Vice Chair of the Comp and Benefits Committee in 2014 under Chair Ed Coates.
- Liaison between Comp and Benefits and Finance Committee (informal role from 2009-present)

Please list any other experience that relates to your qualifications for the position.

I worked as an executive for the City of Seattle for 30 years with a focus on finance, management, human resources administration, program development and program management. After a 7 year consulting stint, I retired (for real, this time!) this past December, giving me the time and energy to undertake such a commitment as a BOD role will require.

I work as a volunteer maintaining local parks and open space and for a local parks facility. And, I continue to volunteer with Masters swimming at the club and LMSC levels.

Please list any other information you would like included.

USMS Member since 1992: Pacific Northwest Aquatics (PNA) now known as Puget Sound Masters

- National Top Ten finisher
- World Record Holder: relay
- National Record Holder: individual and relay
- LMSC Record holder
- Coordinator: swimmer and coach clinics, PNA LMSC for 11 years
- Volunteer Coordinator: Short Course Nationals Federal Way 1997 and 2007
- President: Puget Sound Masters, a 1300+ member regional Club 2013 to present
- Board Member PNA LMSC 1997 to present
- Recipient: Dorothy Donnelly Service Award 2008

Please write a short summary statement that will be posted on the display board with your photograph at the HOD Meeting

I volunteer with USMS to give back to the sport that has given so much to me. I have participated at the national level in a variety of roles for the past decade and locally for nearly 20 years. At our LMSC and Zone levels we have not been particularly effective at mentoring and developing our younger members for leadership roles and I am committed to working locally and at the national level to make sure we are developing young talent for the future.

April 19, 2014

To USMS Nominations Committee and House of Delegates

Attn: Cheryl Gettelfinger, Elections@usms.org

I am writing to nominate Sarah Welch for the At-Large Director position in the Northwest Zone for the upcoming election to be held during the USMS Annual meeting in September, 2014.

Sincerely,

Lisa Dahl,

Pacific Northwest Association PNA President

Kathy Casey, PNA LMSC
Chair, USMS Rules Committee
April 29, 2014

Dear House of Delegates,

I am writing to recommend Sarah Welch as a candidate for the At Large Director from the Pacific Northwest Zone. I have known Sarah as a fellow swimmer and as a volunteer for more than twenty years and highly recommend as a member of the USMS Board of Directors.

Since volunteering locally for PNA, Sarah has been involved consistently and contributed to its ongoing success. Her professional background in finance and administration and her personal interest in fitness and swimming combine to make her a special contributor to our community. She been an active PNA Board member and served as treasurer for a number of years and as coordinator of our clinic program as well. Sarah is someone the PNA Board can turn to get a job done, even at the last moment.

I have also worked with Sarah in her roles at the National level. She has been a volunteer and a leader at the Finance Committee for nearly a decade. While serving on the Finance Committee she contributes her knowledge and understanding of USMS services, program and policies as opposed to 'just the numbers'. She applied her Human Resources background under the direction of 'then President Rob Copeland to examine USMS compensation which set the groundwork for the development the first iteration of the Comp and Benefits Committee.

Sarah is also an avid swimmer and competitor. She works hard at her training and fitness. She works to create workout group opportunities and swim meet opportunities locally. Sarah's favorites are relays where people of all abilities come together for fun and competition. Just look for her at a local or nationals meet cheering for her teammates!

Sarah has worked at every level of USMS as the organizer of her workout group at Seattle University for many years, at the LMSC level and at the national level and she understands how each contributes to our national organization. She is committed to giving back to Masters swimming and will make an excellent At Large Director from the Pacific Northwest.

Sincerely,

Kathy Casey

Attn: Cheryl Gettelfinger, Chair of the Election Committee
Elections@usms.org

The USMS ad hoc Election Committee has my permission to reproduce and distribute this letter.

Sean Fitzgerald
GA LMSC Vice Chair
Legislation Committee Vice Chair

Attn: Cheryl Gettelfinger
Election Committee Chair
U.S. Masters Swimming

It is my pleasure to write this letter of recommendation for Sarah Welch for the position of Northwest Zone Director.

Sarah has been involved with USMS at the national level for over a decade. She already has experience on two Board committees, the Finance Committee and the Compensation and Benefits Committee. Her work on those committees makes her a great asset as USMS continues to create new programs and hire employees and contractors. Her communication skills will also be appreciated as some volunteer roles are migrated to staff positions.

Sarah is involved with masters swimming at all levels. Her knowledge of the roles of Clubs, LMSCs, the HOD and Board Committees helps as USMS develops new strategies to attract new members. Her efforts to help the City of Seattle create a new Parks and Recreation facility can be used across the country to help develop more places to swim.

I believe Sarah has the vision to help USMS be the premier resource for adult aquatic fitness in the USA and will help make fitness through swimming available for as many adults as possible.

Sincerely,
Sean Fitzgerald

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