

“Mighty Mids Fall Workshop”
November 4-5, 2023,
Olympic & Paralympic Training Center in Colorado Springs, CO

The following are my notes from the Mighty Mids Fall Workshop.

❖ During a discussion of DEI (Diversity, Equity, and Inclusion), it was noted that perhaps a better way to have a successful DEI program is to view it as Connect, Accept, Provide (CAP). In essence, the first step is to Connect with each other, find out what makes the other party tick, etc. to find a common ground. Next, accept that they own their views much like we own our personal views and find a way to not judge the differences between each other. Lastly, provide by finding a way to work with the other party to help reach a consensus on what is needed for all to achieve.

❖ A significant portion of the workshop dealt with “Recruiting and the Board Cycle.”

- **Identify** what the LSC needs are (talents, personality types, diversity [regional, club sizes, socioeconomic], etc.)
- **Cultivate & Recruit** – one page description of duties would aid in these steps.
- **Orient** the new Board members (be sure to include existing/on-going members to ensure continuity)
- **Activate** by putting the newly formed Board to work.
- **Educate** both the Board and LSC on matters of importance to the LSC.
- **Rotate** – succession planning.
- **Evaluate** – are the Board actions achieving the goals?
- **Celebrate** successes on both personal and LSC levels.

❖ Part of the discussions was about the “SWAM” analysis. More specifically, evaluate the LSC or issue(s) being faced on the following parameters:

- **Strength(s)/Stars** – what are the positives of the actions of the Board, LSC, and/or teams.
- **Wind at your back** – what propels you forward?
- **Anchors** – what is holding you back?
- **Mines** – what obstacles are you facing? It was interesting to compare some of our perspectives with other LSCs. A lot of similarities as we examined our views on what is being done in LSCs of similar size across the USA Swimming world.

❖ Next up was a discussion on Succession Planning. Much like the “Recruiting and the Board Cycle”, this involves the need to:

- Identify needed skills and representation (geographically, socio-economically, etc.)
- Orientation – should include the following:
 - Overview of the organization, history, and structure
 - Vision, Mission, Core Values, Purpose
 - Financial Documents & Monthly Reports
 - Board roles and engagement of Committees
 - Strategic planning (should be reviewed as a part of every Board meeting)
- Identify Term Limits (not only those as required by the By Laws, but also in areas that might be beneficial to the LSC)

Thank you for the opportunity to attend. Submitted by Pam Swander