

**Pacific Northwest Association of Masters Swimmers
Board Meeting
Sally Dillon's Residence, Issaquah
October 25, 2014
Retreat Detail**

A. Creating a Possibility for PNA - an exercise in transformative learning, which Lisa explained as an awareness of things that create decision-making. A "possibility" would create new opportunities for actions.

1. The group listed areas of PNA that we are doing well or not doing well and the list included: meets, clinics, open water, goals, coach support, volunteer recruitment, communication (website, newsletter), adult learn-to-swim, group process, teams and team development, participation on the national level, social networking, community building, clarity of the board's message, managing resources, recognition and awards, promote swimming for fitness and fun.

2. For the first exercise, each person listed on paper the items that they believe are working and not working. We also listed an area that we would be interested in working on in the future, and shared our ideas with another person. Next we looked at the task we're willing to undertake and how we would approach it; what skills and traits we have to be successful in our approach. Some shared with all the areas of interest, weaknesses they recognize and how they might approach the task.

Sarah has an interest in volunteer recruiting and development, but she is frustrated and discouraged that she is still involved in clinics and fitness and going through the motions.

Jan is interested and is working on adult learn-to-swim. She already teaches adults at the YMCA. She'd like to increase the Y's interest in Masters swimming but there is a disconnect between the two entities.

Kim has an interest in volunteer recruiting and development. She has a similar interest with BWAQ but she feels overcommitted and exhausted and relieved to get tasks done.

Linda has an interest in communication. With regard to meets, she either provides a tidal wave of information or not much. She thinks we can reach out, particularly to the younger people, by using Twitter and other social media. She is frustrated that more people don't realize that there might be a place to contribute to PNA.

3. For the next exercise, we shared some of the things that we believe are missing:

Guila believes that we need a more passionate mission and more easily stated goals that can be easily shared.

Hugh said he is missing the excitement with PNA and the last time that happened for him was when we were preparing for a national meet. He doesn't see us working toward goals that bring that kind of excitement right now. Sarah said that fun and excitement are missing for her. The excitement comes when she really knows what she is working for.

Mark, being brand new to the group, is in the process of gathering information from Jeanne. He is working on time allotment as he takes on the new task as Treasurer.

Kim recognizes the need to better use her contacts and reach out to people for more help.

Steve said his enthusiasm is waning and he feels isolated via geography. He would like to improve the communications (particularly the website). He is looking to the future when he might back away. He is feeling guilty for not feeling more commitment and would like more enthusiasm to come his way.

Hugh was reminded that a year ago he, Jane, and Walt Reid volunteered to do trail work at Mt. Rainier. He noted that the coordinator thanked them dozens of times a day. They felt very appreciated.

Kim noted that appreciation should come from within as well, for a job well done.

Linda noted that as a meet director, half her day is saying thank you to those helping at meets, the other half is directing people on what to do.

4. Finally, we shared that we have the possibility to be: resourceful and positive (Kim), enthusiastic (Jane), and more committed (Steve).

Lisa acknowledged our openness and willingness to participate in this exercise.

B. Strategic Items for Review and Action - A list was made of areas that we want to focus on and champions were assigned as follows:

- Organization structure – complete by filling the remaining board position (Hugh)
- Club development and coach development (open)
- Promote swimming as available to all (open)
- Promote participation in open water swimming (Jim)
- Promote meet participation, meet hosts and more meets (Linda)
- Expand and enhance communication (Mike Grimm)
- Increase our volunteer pool; connecting them to LMSC needs: recruit, succession plan, database, recognition – a special committee was formed (Lisa, Kim, Hugh, Jim, and Sarah)
- Provide swim clinics (Sarah)
- Train volunteers to teach adults to swim (committee yet to be named)
- Why volunteer for the board (aforementioned special committee)