

506 Board of Directors page 96 modify, add new section (following)

506.1.2

The nonvoting members of the Board of Directors shall consist of the executive director, legal counsel, ~~all past presidents not already voting members~~, a representative of each allied organization (as approved by the Board of Directors), and a representative from USA Swimming.

506.7 Permanent Committees of the Board page 98 add new, renumber.

506.7.1 Advisory committee- The Advisory committee shall assist the board by offering considered advice on topics referred to them by the Executive committee or Board of Directors. It may also examine current and proposed projects for comment or make proposals for USMS projects.

The committee shall only be comprised of past presidents willing and able to participate. The current president may appoint a chair from the group.

Rationale: The past presidents, while having a wealth of knowledge, are better suited to perform in an advisory role in order to avoid unforeseen or inappropriate influence on board activity. Their presence on the board not only can intimidate the members and activities of the board, it can also inhibit the learning capabilities of the current president, who needs to perform in a leadership role, not that of a student.

In the governance committee that created the current structure, it was envisioned that the past presidents would play a supporting role with their well of knowledge and experience that the board could tap to avoid reinventing the wheel. What has happened generally is that many discussions are led by or influenced by one or more past presidents. One unfortunate result is that most of the board, including officers, sits silent because the past presidents speak with authority or zeal. Even though the past presidents have no vote, they certainly have a huge influence on the actions of the board simply by being present. Not always a positive one.

It is unclear if any other organization treats its past presidents to a lifetime position on the board of directors, it seems counterproductive to growth of the organization or cultivating new ideas and leadership. The past presidents have done and continue to do plenty of work for USMS, they need not be a permanent fixture on its board as well.