



Southern California Swimming
Governance Committee Update
June 18th, 2019

To: Board of Directors

My name is Ceallach Gibbons, (pronounced “Kelly”), and I am the chair of the Governance Committee. I want to update people on our committee’s progress, and help people understand our next steps as we work to present a slate of candidates for the House of Delegates meeting in September. But first, I would like to briefly introduce myself and my background.

I grew up swimming in Minnesota. I swam for 2 years at Wellesley College in Massachusetts before turning my focus to open water marathon swims. In July of 2016 I swam the English Channel, and I am currently training to swim Catalina in 2021, (and by currently training I mean that I pay for Rose Bowl Masters, and I think about going to practice *all* the time). I have been coaching with MAX Aquatics since moving out to Los Angeles in January 2018.

I am an Executive Search Consultant full time with a firm in Pasadena called Koya Leadership Partners. You can learn more about our firm here. Our firm helps nonprofits recruit executives and board members, so contributing to Southern California Swimming by chairing the Governance Committee is a natural extension of what I am already doing professionally. I have been working very hard with our committee members to put together a professional, comprehensive, objective, and credible process based on my professional expertise. Running a search where key players know each other is always difficult, but a simple, clear, and thorough process is the best way to mitigate those concerns.

With that in mind, I want to share with everybody where we are as we develop a candidate slate:

1. The Committee worked together to develop job descriptions for all of the key positions up for election this September. I will be making these available to the Board soon. In the descriptions, you will notice that these job descriptions have a category called “core competencies.” These are the big picture skills that we will be using as we consider candidates for each position. While this is an ongoing process, we finished the bulk of this work at an in-person meeting on June 1st.
2. We have been distributing these descriptions to build an initial candidate pool. We have been sharing these with geo committee chairs and other people in Southern California Swimming. I would love people’s suggestions for getting the position descriptions distributed more broadly. Ensuring that as many people as possible see these job descriptions will be critical to developing a strong pool. This is ongoing.

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3. We have started having initial calls with candidates, (including incumbent candidates who are eligible to run again). Our goal is to have each candidate speak with at least 3 committee members if they want to run for the General Chair position, and at least 2 committee members for all other positions. This is aspirational and is not codified yet. During these conversations we will be using the job description and the core competencies to evaluate potential candidates. This process has only just started, but we are excited about a few of the initial names that we have identified.
4. We will work together as a committee to finalize the slate. The slate is due on August 29th, 2019. I anticipate making the slate public no *earlier* than August 15th. Keeping the slate confidential at this time will help us ensure that we are keeping this process fair and inclusive.

We do still need an athlete rep who is willing and able to serve on this committee. Logan was appointed to the committee but would like another athlete to take her spot. If you have any athletes in your programs who are interested in learning about recruiting, public policy, or HR, this would be a great opportunity for them. Finally, I would like to acknowledge our other committee members:

Ron Ross
DeAnne Twidwell-Preyer
Cheryl Pearson

They have been doing an amazing job to get this committee up and running. Please feel free to reach out to me with any questions or concerns regarding this process. Thank you very much!

Ceallach Gibbons
Governance Committee Chair