



March 15th, 2024

To: LSC Members; Athlete Members and Non-Athlete Members

From: George Libecco and Claire Kemmere, Lake Erie & Ohio Athletes Committees

CC: Zach Toothman & Mia Nagle, Athlete Representative Facilitators, Vince Colwell & Jim Peterfish, Lake Erie & Ohio General Chairs

Subject: Athlete Commitment and Plans to Lake Erie and Ohio LSC Merger

To the Lake Erie and Ohio LSC Athletes and Members,

As announced in January 2024, the Board of Directors for both the Lake Erie and Ohio Swimming LSCs have begun working together towards planning a merger of the two LSCs. Today, the athletes committees of both Lake Erie and Ohio are expressing our unwavering commitment and optimism to the merger of our two LSCs for the future success for **ALL** athletes within the state of Ohio now and in the future. Collectively, we have identified the importance of unity between LSCs, collaboration on decisions for future success, and transparency with all LSC members on our action plan. Each of these pillars are what will allow us to be aligned across LSCs and have the ability to work towards the same mission and goal together.

To reach this end goal of a unified LSC, we understand that we cannot do this without input and discussion from several constituent groups of both LSCs. In order to promote this outreach, each LSC has appointed an athlete leader to lead this effort. George Libecco and Claire Kemmere, Lake Erie & Ohio Junior Athlete Representatives respectively, have been identified to fulfill these roles. Between both LSCs, our athlete leadership runs deep with a rich history of successful athlete leaders who have been influential and pivotal leaders at the local and national level of the organization. We are pleased to have Zach Toothman and Mia Nagle to help facilitate this process alongside George and Claire. Zach is currently the Central Zone Athlete Director and Co-Chair of the Zone Directors' Council while Mia is on the LSC Development Committee. The identified athlete leadership will help successfully guide the athletes and LSCs through this merger process.

Our athlete leaders and executive athlete leadership have identified four distinct deliverables that we will be accomplishing throughout 2024:

1. **Spring Athlete Elections-** Both athlete committees agreed to only have new athlete elections to fill vacancies for all Board of Director Athlete Representatives and Athlete Executive Committee members (Lake Erie only). All other current athlete representatives will continue to be vital leaders in their LSC athlete committees to swiftly onboard the newly elected representatives as well as through the merger process this year. *This vote for athlete representatives will take place at LSC athlete meetings this spring.*
2. **Mission, Vision, & Logo Development-** The athletes will collectively work to develop a unified mission and vision for the LSC that will best encompass the goals of a combined LSC. A draft logo will also be designed that will symbolize the commitment to a long-lasting partnership and unification of both LSCs.
3. **Athlete Committee Establishment-** A structure for a combined athletes committee will be developed to allow for balanced representation from athletes across the state while allowing for an effective leadership paradigm to provide resources and opportunities for all athletes across the state.
4. **Communication Conduits-** Updates and progress will be regularly communicated with both LSCs from our athletes committees on the LSC websites and social media pages. This will allow for complete transparency and dialogue between all LSC constituents.

We are excited to explore the opportunities between both LSCs and athlete committees for a successful future of swimming in the state of Ohio! Please do not hesitate to reach out to George, Claire, Zach, Mia, or one of your LSC athlete representatives with any questions, comments or concerns.

Sincerely,
George Libecco
Lake Erie Athletes Committee

Claire Kemmere
Ohio Athletes Committee

Zach Toothman
Central Zone Athlete Director

Mia Nagle
Lake Erie National Athlete Representative