

Committee Name:	Coaches Committee	Session#:	Report #:
Committee Chair:	Ken Brisbin	Vice Chair:	Chris McPherson
Minutes recorded by:	Molly Hoover	Date/time of meeting:	August 31, 2020 5p PST

Motions Passed: None

Roll Call

Number of committee members present: 14	Absent: 4	# of other delegates present:
Committee members present (list all, including chair and vice chair): Ken Brisbin (Chair), Chris McPherson (Vice-Chair), Bill Brenner, Chris Campbell (VP), Kathy Gallagher, Steve Hall, Molly Hoover, Susan Ingraham, Carol Nip, Bob Jennings, Kerry O'Brien, Lori Payne, Elise Shank, Trey Taylor		
Not present: Terry Heggy, Tim Waud, Steve Weatherman, Rich Williams		
Others present:		

Minutes

The meeting was called to order at 5:02 p.m. Pacific Standard Time

1. Committee Reports –

- a. Web Workouts (Molly): This year we transitioned to 6 new coaches for writing online workouts and 1 who continued after starting midway through 2019. Our online coaches are Greg Nelson, Celia Wolff, Larissa Herold, Don Haut, Shelbi Oskolkoff-Campbell, Stuart Cromarty, and Suzy Degazon. They started the year writing in the forums as had been done in the past, and transitioned over the spring to our new platform using swim.com. A huge thanks to Kyle Deery for getting them trained and answering questions as they figured out the new methods for sharing workouts. There are over 400 subscribers who get emails with workouts each week, and traffic to the site has increased dramatically over the same period a year ago. These coaches will be eligible to continue into a second year if they are interested. Any spots that open up will be filled through an application process in the late fall.
- b. Worlds Coaching (Bob): Last year we advertised for Worlds coaches and selected Tim Waud as the head coach, and then games were cancelled. Tim will now be coach for PanAms in 2021.
- c. National Coaches Clinic (Trey): Unfortunately the clinic is not happening this year. We had a great program set up, and it is in the budget for next year. Trey's team will sponsor 1 coach for the next clinic (2021); attend this meeting (Coaches Committee) at convention next year to be eligible for that.

- d. Awards (Bob): We are in charge of selecting the Kerry O'Brien awards and National Coach of the Year. Many applications were received for both. Seven recipients were selected for the Kerry O'Brien award. We had seven nominations for Coach of the Year and selected one. Both will be announced at the convention in the House of Delegates.
- e. Education (Bill): We were off to a great start with 3 full classes for levels 1 and 2. Then Covid hit and we are on hold until the end of the year. We are working with the Coaches Committee for some solutions to that.

Peer to Peer calls are a great resource for coaches. We had one for coaches on what to do when everyone was shut down and one on restarting once things were opening up again. We plan to start holding these monthly on the third Thursday with a variety of topics. Check your email and keep an eye out for those.

- f. Education Task Force (Chris M.): We were asked to review a proposal from the National Office concerning the future of club development and coaches' certification and make recommendations. What we have been doing in the past with our in-person certification classes has been successful, but now especially with Covid, we are looking into incorporating some virtual education. This blended learning may consist of pre-readings, zoom calls, and modules, combined with in-person instruction. We have submitted a summary of recommendations to the national office, and we are now focusing on creating a virtual/blended Level 1 coaches' certification course to be ready for the start of 2021.
- g. Level 4 (Susan): Susan and her sub-committee of Chris M, Lori and Elise took on the application process for those working to become Level 4 coaches. Thank you to Chris C for guidance with his experience from doing this before. Three coaches earned this high standard for 2020: Terry Heggy, Christine Maki and Trey Taylor.
- h. LMSC Communications (Molly): Monthly emails are sent out with minutes and any information for LMSC Coaches Chairs to pass along to their coaches. This is our connection from the committee to local coaches throughout the country. If you are a coaches chair and do not get those emails, please email Molly at mhoover@jolietpark.org.
- i. Mentoring (Chris M): Working closely with Bill Brenner and Marianne Groenings, the subcommittee spearheaded a coaches' mentoring program in 2018. The program's goal is to match up coaches who are new or inexperienced with coaches who are experienced and would be excellent mentors, in hopes of further developing the coaches and strengthening masters' programs. Candidates seeking to become mentors or mentees were required to submit a formal application, and these entities were chosen by Fall 2019. We had a mentor training session in San Antonio at the end of September, and then match-ups were scheduled and completed from October through mid-December. Surveys showed that the program was very successful. Upon review by the mentors, there were many positive takeaways, as well as great ideas on how to improve it even more moving forward. We hope to create more Mentor Coaches each

year to then be able to provide access to this pool of resources for mentoring and education purposes regionally/locally throughout the country.

For 2020, we opened up applications, but had to pause the program because of Covid. We hope to move forward and continue after this is over.

- j. On Deck Coaching (Kerry): Everything went seamless on deck this year! ;) In looking back on Nationals at Mission Viejo, at one point during warm ups there were over 60 swimmers in 1 lane. We are persons of support that wear many hats and fun bright shirts. Might be an encourager on deck, calming presence, technical advisor (starting block help), stroke and turn questions, safety monitor, traffic cop, rule enforcer, starter, and emergency help. It might seem like a small and non essential job, but it is very important. You will impact somebody's day and somebody's race.

- k. Open Water (Elise): Lori and Elise partnered with this. The year started looking good and went downhill fast. We were able to give some feedback on drill videos for open water and are trying to spread the word about open water opportunities. Check out Open Water Central on the USMS website, it's a great resource! We hope to be back on track in the future.

- l. Diversity and Inclusion (Kathy): This committee has a lot of interesting things going on this year. There is a new page on the website for Diversity and Inclusion. The committee is working on a survey to coaches, which is a follow up to survey from year and a half ago. It will be short and will ask about the composition of your team. The intention is to figure out the demographic info of our membership, so please answer the survey! This committee will provide resources for coaches. Upcoming, there will be a vote on a change to the rules on gender identity.

- m. Publications (Terry) not on call: Bill- Coaches are the best resource we have to get info out to the people who need it. Email any ideas for articles to Bill so he can get it to Daniel or Kyle or Kim depending on what it is about. It doesn't need to be polished, just send them the idea and they will help turn it into an article. How did virtual nationals go, any good stories to come from it that we can share?

2. Questions/Round Table:

Mel Goldstien – Point of Information, Future international events include PanAms in Medellin, Colombia May 20-27, 2021. Worlds have been moved to 2022, dates to be determined.

Jeff Strahota - Thanks for the great work! On the mentoring front, this might be an opportunity for swimmers to submit their coach as someone who could benefit from this. A mechanism to submit these names might be helpful.

Chris Campbell - Diversity and Inclusion - All of the other national governing bodies in USA aquatics, upon application, sample demographic data (ethnicity) and can tailor things to help support that. We are not a federally funded organization but feel it is important to collect that info. It will help us target and better serve communities that are underserved. Please fill out the survey when it comes out!

Mary Jurey – The goal of the fitness committee is to become better integrated with other committees. We feel coaches are great communicators. What is the best way to get hold of all the coaches in the membership? How can the fitness committee get our info out?

Trey Taylor - Is it possible with swim.com integration, is it possible for them to get minutes distributed through that?

Kyle Deery - Not through swim.com, but something to look for in other platforms.

Jim Miller - Minutes can be sent to medical, fitness and any other committees attached to coaching (which is almost all of them). If you look at elite level athletes and ask about their goals, they say they want to be healthy and stay fit. Fitness coaching vs competitive coaching is a misnomer. Broad range is where we want to go.

Arlette Godges - Fitness swimmers is what we all are. Trying to do our best, some of us still have a competitive mind, but even some Olympians just want to have fun with a team. When the coach of the club embraces it, all will do it. Especially this year with no competitions, we all are fitness swimmers.

Kenny – Regarding monthly calls? Any suggestions?

Sarah Welch – There are a lot of coaches on this call and on the Diversity Inclusion calls. We invite them to give feedback on more sessions. If any would like to see a more in depth session, they would love to offer that. Let them know.

Mel Goldstien- Would like to see what others are doing in respect with working with high school, university pool and private on what they are doing in relation to Covid. Everyone is doing things differently, would coaches have other ideas on how to talk to those facilities?

Trey Taylor – He and Tim will be speaking on that. Speaking to two types of clubs and will get some information. Could put together a call.

Celia Wolff - would like fun or themed workout ideas.

Chris McPherson – Regarding virtual championships - Difficult to figure out how to enter, and many swimmers were frustrated with the process and also that they could only enter seconds, not tenths.

Arlette Godges- same thing. Going to the second is fine for a fitness swimmer. But competitive swimmers were disappointed. They got over it and still had fun, but disappointed. The results were also not ranked specifically. Should fine tune this for the future.

Ann Marshfield - How do I convert a 100 IM time, meters to yards?

Susan Ingraham - Use the 100 backstroke conversion as the differences are very similar.

Susan Ingraham – We had 48 people participate. It was fun to try something new or maybe do something that might hurt since we are all at different fitness levels getting back. She liked that it didn't have tenths and hundredths because it made it about doing something with your team and getting out of your comfort zone.

Dawson - We've heard from a few people that they were frustrated as well. This was a first step to having the capabilities to do this. The Swim.com partnership is amazing for USMS, we couldn't do this without them. They have done a lot of work to put it together. Their goal is to do this in a more competitive fashion. May keep something like this where it isn't as competitive, and then may be able to offer something that is more competitive.

Kenny - Thank you to the committee for always stepping up and getting it done. People on the call, you keep our swimmers happy, healthy and challenged, and keep our swimmers renewing with USMS! Thank you! Kenny can be reached at coaches@usms.org.

3. **Final Roll Call**

Next meeting is Monday, October 12 at 5pm PST over Zoom.

The meeting was adjourned at 6:21p Pacific Standard Time.