

Creating Local Coach Development and Mentoring Programs

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RELAY2025
CLUB DEVELOPMENT
COACH SUPPORT
— KANSAS CITY —



Chad Durieux

**2011 USMS Coach of the Year
USMS Level 4 Coach
Southern Pacific Masters
Head Coach
Rose Bowl Masters
-Sam Montgomery**



Tim Waud

**2017 USMS Coach of the Year
USMS Level 4 Coach
Oregon Masters Swimming**



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Introduction

Group Rules

Local Support

Regional Club

Local Club

Break Out Group Time

Discussion



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Group rules:

We welcome questions and comments

Please limit questions and comments to < 0:30

Be prepared to ask your question or comment

Raise your hand to be recognized



Local Support - from your LMSC (Tim)

Financial Support

Providing opportunities to coach

Education

Mentoring opportunities



Local Support - from your LMSC (Tim)

Financial Scholarships for Coaches

USMS Coaching Certification L 1-3

USMS Stroke Development Clinics

USMS Clinic Course for Coaches

USMS National Coaches Clinic

USMS Adult Learn-to-Swim Certification



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Coach Mentoring Program

- **Pair new coaches with experienced mentors** – Build confidence and connection by matching developing coaches with seasoned leaders for 6–12 months.
- **Set clear goals and track progress** – Define what each pair wants to achieve and check in to keep momentum.
- **Train mentors in feedback and support** – Provide guidance on how to listen, encourage, and offer constructive feedback.
- **Encourage shadowing opportunities** – Let mentees observe or assist at practices and meets.
- **Host regular roundtables or video reviews** – Create spaces for open discussion and shared learning among all coaches.



Coach Mentoring Program

- **Offer scholarships or travel support** – Help mentor–mentee pairs attend clinics, conferences, or certification courses.
- **Recognize mentors and mentees publicly** – Celebrate participation at meetings, in newsletters, or through awards.
- **Rotate mentors annually** – Keep the program fresh and expose coaches to different leadership styles.
- **Gather feedback after each cycle** – Use surveys or debriefs to evaluate what worked and where to improve.
- **Share mentorship success stories** – Highlight growth examples to encourage new participants and strengthen buy-in.



Local Support - from your LMSC (Chad)

Stipends for Coaches that want to attend SPMS and USMS events

Monthly Coaches Conference Call hosted by Coaches Chair

Reimburse USMS Coaches Certifications

Annual Swim Clinic to provide social and work experience for coaches

Helps and sponsors Coach of the Year for SPMS and USMS



Support - from your Team (Chad)

Build in your budget to provide training for Assistant Coaches. Send them to ASCA, USMS, swim meets and other opportunities to learn

Contact and provide help with other local teams and coaches

Network with your local teams

Host weekly or bi-monthly training meetings with your coaches

We learn and grow by doing, get in the water and have your coaches get in the water for practices



Break Out Group Time


- Small Groups of 4-6 people each
- Introduce yourselves
- Designate a note taker who will share out to the room

What can you do to support and help your local coaches in a mentorship program?

- Identify one thing you can do to improve your coaches experience in your LMSC?
- What is one thing you are doing that is not being discussed in the presentation?

Instructions: Meet with your break out group for 5 minutes, discuss the questions, take notes, and come back to the full group with a one sentence answer for each question.





Wrap-Up / Questions & Answers

**Don't be afraid. Ask away.
(If you're thinking it, someone else
probably is too!)**

Next Steps / Call to Action

1. Discuss Coach Support at your next LMSC meeting
2. Share this information with the clubs and workout groups in your LMSC and encourage them to support coaches
3. Add a line item to your 2026 LMSC Budget for Coach Scholarships





Next Up:

**10:00am-11:00am
USMS Coach and Club Resources
Salons A-E**