

2023 U.S. Masters Swimming Annual Meeting — Hybrid

Committee Name: Coaches Committee	Session #:
Committee Chair: Kenny Brisbin	Vice Chair: Chris McPherson
Minutes recorded: Molly Hoover	Date/time of meeting: Tuesday, August 15, 2023

Actions Requiring Approval by the HOD:

1. None

Motions Passed:

1. None

Number of committee members present: 16	Absent: 2	Number of other delegates present: 14
Committee members present (list all, including chair and vice chair): Kenny Brisbin (Chair), Chris McPherson (Vice Chair), BJ Graham, Michael Hamm, Molly Hoover, Laurie Hug, Susan Ingraham, Cokie Lepinski, Aaron Schneider, Trey Taylor, Tim Waud, Celia Wolff, Jacky Merianos, Bill Brenner, Steve Hall, Chris Campbell		
Committee Members Absent: Wilson Josephson, Carol Nip		

Minutes

The meeting was called to order at 5:02pm EST.

1. Welcome
2. Roll Call
3. Committee Reports:
 - a. Web Workouts (Molly): Responsible for overseeing the Online Coaches portion of the USMS website and hiring new coaches for 2024. This process will begin in September with an application, review, and offer to 7 new coaches for the next 2 years. Information will be communicated through emails, streamlines, and on the website.
 - b. Worlds Coaching (Tim): Responsible for hiring coaches for World Masters Championships and Pan Am Championships. We look at travel costs and prepare a budget to submit to the national office. This committee sends out an announcement regarding the hiring process, reviews applications, conducts interviews, and announces the selection. For each new position they go over the job description and previous coaches report to make updates on the process. The competition usually happens in July or August, and the coach follows up with a report.
 - i. Jackie – Chad (this year's worlds) did a fabulous job. Communication was great and the report from other athletes is that he did a great job. A few swimmers talked about in the future also having an admin person to be a point of contact and coordinate off deck. Another piece of feedback is that US masters swimmers talked about wanting more USMS swag; caps, shirts, etc.
 - ii. Tim – Communication is a hard part of this. We don't have access to all of the contact info of our swimmers, and some don't use social media. An administrator for the future is a good idea.
 - c. National Coaches Clinic (Trey): This will happen next year in the fall of 2024 in Houston at the same time as the Relay event. Throughout this fall/winter we will be looking for presenters to line up for the clinic.
 - d. Awards (Laurie): This committee reviews the nominations for Coach of the Year and Kerry O'Brien Awards. We had 5 Coach of the Year candidates and the committee has gone through them thoroughly. It was very close as all were very qualified. For the Kerry O'Brien, we had 4 nominations, and all were selected to receive the award. They were: Chuck Beatty, William Kolb, Amy San Filippo, and Ken Brisbin.
 - e. Education (Bill): Thank you to those who have hosted a certification weekend! If you are interested in hosting in the future, there is a document available that spells out what it takes to host an educational weekend. We can do all of the coaching levels as well as ALTS and the clinic for coaches. Level 1 is on demand which has been very

successful, and people have appreciated it being online. Thank you to Steve for helping with those zoom calls and breakout rooms.

- i. Ken Koontz – waiting on info posted for Miami weekend.
 - ii. Bill is looking for another hotel in the area as the agreed upon site backed out. It is the first weekend of December, so they have some time to find a new site.
- f. Level 4 (Tim): In April, a candidate can register online of their intent to apply. Applications are reviewed in July and August. The process is concluded by September when Level 4 coaches are announced at convention. Congrats to Marcia Benjamin, our newest level 4 coach!
- g. Communication (Molly): Emails are sent to all Coaches Chairs roughly once a month with any updates we wish to share with them as well as the previous month's minutes. The idea is that the chairs then share the info with the coaches in their LMSC and it gets passed down the line. It also gives the coaches chairs access to our committee if they would have something they need our help with.
- h. Mentoring (Chris M): The program was started in 2019. We've had 18 coaches we have helped through this program. Thank you to those who have been a mentor and those that helped develop the program! This year we have made a change; the application process is open all year round. Coaches can apply at any time and the process is started at that point. Two zoom calls are scheduled for the end of August for two new coaches who have applied. It will continue to evolve as we find what works the best.
- i. On Deck Coaches (Michael/Celia): On-Deck coaches help with warm ups at both national meets. Participants get a fun t-shirt and free food on the day they work. Celia has been great help with lining these up.
- i. Celia's suggestion – have 2-3 coaches on deck who are “in charge” for the day so if coaches also are swimming there is still someone around to help.
 - ii. There was some confusion regarding if the coaches needed to assist with the ledges during backstroke races. This isn't something we've done, but many of the coaches are also helping with their team during the meet. This is something to communicate with the National committee in the future.
 1. Bill- The host had some trouble with the ledges, so he and Steve did the best they could helping and finding some other coaches to help.
 2. Chris – It was a problem. A lot of the swimmers knew how to do it, but the officials didn't know but were told to help. They also were told they would not be able to adjust them and they just needed to stay at a certain level, but then that changed so some didn't get to adjust and some did.
 - a. Could we have a block in the warm up pool with the wedge being used at the meet so swimmers can practice with it?
 - b. The meet host should be responsible for that so they are properly trained. We also shouldn't be the ones watching the warm up pool.
 - c. We will get together with the champ committee to discuss the above points.
- j. Long Distance (BJ Graham): We attend the long distance meetings, look at the minutes, and share anything happening with the Coaches Committee and help keep the committees connected.
- k. Peer to Peer (Trey): We try to target 4 calls per year. We are trying to get more engagement and be a little more specific. We have had 2 so far and are planning 2 more this year. Attendance is still not where we would like, but we are working on that. We had a great Peer to Peer about para swimming, however, we weren't allowed to record it due to US Para rules. Now we know to ask that question and will be prepared for that in the future.
- i. Anyone who has an idea for a topic for a call, please send to Trey, Kenny or Bill.
 - ii. Kenny – Steve, is there a way to find out how many views we get once we post the recording?
 1. Volunteer services zoom account would have that number. Kenny will reach out and follow up on that.
- l. Diversity and Inclusion (Wilson): This liaison role helps the diversity & inclusion & coaches' committees to share information about opportunities for mentorship & education, as well as to generate support for or feedback on initiatives like the D&I committee's push for diversity chairs in each LMSC. At their last meeting, the D&I committee discussed a letter that will go out to LMSCs soon to create momentum around that very goal, an upcoming 11/9 webinar intended to give clubs & LMSCs the tools to generate their own Codes of Conduct, & a conversation about World Aquatics pending updates to Open categories, which will likely necessitate that USMS continue to work on our own policies regarding the inclusion of trans and non-binary athletes

- m. Coaches Community Forum (Susan): This is located on the USMS website. It is an area where coaches can post or start a discussion for other coaches. Susan posts every 3 weeks and Aaron has been doing a lot of posting as well. Susan also sends posts to her coaches and asks them to contribute as well.
 - i. Kenny – Coaches on the call: please jump on the site and post questions and comments.
- n. ALTS (Michael): This group organizes certified coaches and identifies who is great and who may need some help. They are currently working on a mentor program and also trying to get each LMSC to have an ALTS chair. There are still 2 more options to become certified this year. Having the opportunity to host an ALTS program is one of the most amazing things we can do!
 - i. Zionsville and Richmond are in September, Boston in October and Miami in December.
 - ii. Chris Campbell – Wanted to share a moment of happiness. Carrie Stolar, USMS treasurer, does a lot of ALTS work. They recently did an ALTS clinic for refugee women. Many of them had never been to a pool. It was an immensely positive experience for those that were involved. Some did not speak English, but by the end of the session, they were splashing around with big smiles having the time of their life.

Tasks for the Upcoming Year

1. Kenny is terming out as Chair. He would like to thank Chris McPherson for being his right hand. This committee does a lot of work all year long. Everyone contributes a lot of volunteer time and he thanks all who have been involved in the committee. Kenny is running for VP of Community Services.
2. Outreach program – A survey was taken and results were given to Bill. They discussed the club and event grant. Bill and Steve are happy to discuss if needed. Outreach to coaches chairs will be happening at the end of this year to discuss how we can help them out as well.

The meeting was adjourned at 5:58pm EST
