



In this Newsletter
Volume 6 - June 2016

1. Dory and Friends Inspiring Movie-Goers to Find a Swim Team on SwimToday.org
2. Pre-Competitive Swim Team Survey
3. Strategies: How New Overtime Rules Affect Small Business
4. Nonprofit Reactions to New Overtime Rules Run the Gamut
5. Upcoming Free Webinar From BoardSource
6. Breakeven Analysis: How to Find Your Business's Profit Point
7. Should Your Small Nonprofit Go After Grants?
8. Six Ways Technology Can Improve Volunteer Training
9. Board Retreat How-To
10. Encouragement Is Verbal Sunshine



Dear Club President,

An archive of previous editions can be [found here](#):

Quote of the Month:

"The greatest of faults, I should say, is to be conscious of none."

~Thomas Carlyle, historian and philosopher

Dory and Friends Inspiring Movie-Goers to Find a Swim Team on SwimToday.org

USA Swimming has teamed up with Disney•Pixar's feature summer film "Finding Dory" to encourage families around the country to not only find Dory, but to find a swim team through the SwimToday program!

[Click here](#) to learn more about the summer collaboration

FINDING DORY dives into theaters June 17th!

Gather your school of friends and swim over to your local theater to see the unforgettable journey!

For special group pricing call
1-800-DISNEY-6
(1-800-347-6396)

#FindingDory #JustKeepSwimming

[Click here](#) to learn more about the summer collaboration between SwimToday and Finding Dory

Pre-Competitive Swim Team Survey

The national Age Group Development committee has been taking a look over the past six months at 10-Under swimming. One of the four items that has been a focus for the committee is how novice and entry-level children get introduced to the sport of swimming. We believe that many teams run a pre-competitive program. If you have such a program, we'd really appreciate you taking ten minutes to complete a survey about your pre-competitive program.

[Take survey here:](#)

Strategies: How New Overtime Rules Affect Small Business



Dave Thomas
Sport Development
Consultant
Southern Zone
USA Swimming
719-866-3573 Direct Line
719-330-3824 Cell
719-866-4669 Fax
719-866-4578 USA
Swimming Office
1 Olympic Plaza
Colorado Springs, Co. 80909
[email](#)



Sponsored by:



By Rhonda Abrams, Special for USA TODAY, May 27, 2016

Beginning in December, about 4.2 million more Americans will qualify for overtime pay under new rules from the U.S. Department of Labor. If you own a small business and have full-time employees, there's a good chance these rules will apply to you.

Hourly workers, lower-wage earners, and non-managerial workers now must be paid 1.5 times their hourly wage when they work more than 40 hours in a week. Under the new rules, overtime will be paid to many more workers, including those on salary.

[In a nutshell, here's what the new rules do:](#)

Nonprofit Reactions to New Overtime Rules Run the Gamut

By Martin Levine and Ruth McCambridge, NonProfit Quarterly, May 20, 2016

The U.S. Department of Labor released new rules that increased the white-collar overtime threshold from \$455 to \$913 per week (or from \$23,660 to \$47,476 on an annual basis). The announcement of the updated rules implementing the federal Fair Labor Standards Act ended a lengthy process that began in 2014 when President Obama requested the regulations be reviewed to ensure they were consistent with his goal of ensuring workers were paid a fair wage for a hard day's work.

For the millions of employees who may now see larger paychecks, the new rule is welcome news. But for their employers, these new rules will require some difficult decisions. While setting a new standard that will affect an estimated 4.2 million current employees, the rules provide several ways organizations can respond, not all of which result in increased pay for their employees.

[Learn more:](#)

[More information and webinar here:](#)

Upcoming Free Webinar From BoardSource

By BoardSource, June 2016

As a part of USA Swimming's ongoing efforts to provide leadership and skill-building resources that support and strengthen swim clubs and each of you as leaders, we are pleased to offer you a complimentary annual membership with BoardSource. This yearly membership normally would cost you \$99/year per person. This membership is recommended for both the Head Coach and all Board of Director members.

If you're not already familiar with BoardSource, it is widely recognized as the leading organization promoting exceptional nonprofit governance and board service. BoardSource membership is a year-round educational resource that helps to connect, engage, inform, guide, counsel, and support a community of thousands of nonprofit leaders from across the country.

Your complimentary BoardSource membership includes access to over 170 downloadable governance documents, a monthly newsletter and access to their free monthly webinars on important issues facing board leaders.

It's very simple to activate your membership! Just visit <http://www.BoardSource.org/usaswimming> and complete the membership registration form.

[Board Culture Matters!](#)

Date: June 28, 2016

Event start time: 2:00 PM Eastern Time

Many of us have heard the phrase famously coined by management consultant Peter Drucker: "Culture eats strategy for breakfast." Perhaps nowhere is this more prevalent than in the nonprofit boardroom. While seemingly a nebulous concept, culture defines so much of your work on and with a nonprofit board. And you may not even realize it.

Does your nonprofit board operate on accountability or acceptance of minimal follow-through? Has your nonprofit ever found its strategic plan derailed by "troublesome" board members? When you invite people to serve on your board, what type of boardroom climate are you inviting them to?

In this interactive webinar, we'll address the following:

- Why board culture matters
- How to assess your board culture
- Communicating your board culture with members
- How you can impact board culture

We'll also address the role of the board chair, rogue board members, and how both can impact your board culture and mission work. We'll share the insights of leading experts and resources in the field of nonprofit board and organizational culture and include group polls and time for questions.

Board officers, governance committee chairs, and chief executives are encouraged to participate in this webinar.

Avoiding the Board Bermuda Triangle: [Finding Balance to Improve Governance](#)

Date: June 30, 2016

Event start time: 2:00 PM Eastern Time

Because boards are ultimately accountable for the results of their nonprofit, they often focus their energy and attention on reaching decisions quickly for fast and easy wins. Consequently, boards often inadvertently undermine their long-term success in governing the organizations. Successful boards make a habit of confronting their challenges, adjusting their values, and changing their perspectives, all of which can take time. They develop their interpersonal relationships to solve organizational problems and achieve shared goals. In this webinar, we'll explore the skills necessary for effective team leadership by board members and learn how to measure dimensions of success.

Breakeven Analysis: How to Find Your Business's Profit Point

By Small Business, about.com, June 8 2016

Definition:

A breakeven analysis is used to determine how much sales volume your business needs to start making a profit.

The breakeven analysis is often used in conjunction with a sales forecast when developing a pricing strategy, either as part of a marketing plan or a business plan.

How to Do a Breakeven Analysis

To conduct a breakeven analysis, use this formula:

Fixed Costs divided by (Revenue per unit - Variable costs per unit)

Fixed Costs

Fixed costs are costs that must be paid whether or not any units are produced. These costs are "fixed" over a specified period of time or range of production. Examples of fixed costs include:

[Learn more here:](#)

Should Your Small Nonprofit Go After Grants?

By Nonprofit.about.com, May 2016

There are no hard and fast rules for any nonprofit's fundraising program.

However, three elements seem to have outsize effects on fundraising, especially as it applies to grants.

1. Diversity of Sources counts for a lot. The idea is to have several baskets of income and several grants in the works so that the loss of any one funding source will not be fatal.

2. Thinking Local. Local community sources of financing seem to work best for small nonprofits. Locally-based family and corporate foundations prove to be good hunting grounds when it comes to grants

3. Proportion. All nonprofits, no matter their size need to be realistic about fundraising. Many new nonprofits think they can solve their funding problems just by finding grants That just is not true.

[Learn more here:](#)

Six Ways Technology Can Improve Volunteer Training

By Katy Munson, Concordiatechnology.org, April 7, 2016

(Note: we came across this article on Vacation Bible School and noticed many similarities to the volunteers that many swim clubs use)

Volunteer Training Matters

Whether serving as a VBS volunteer or being part of a recruitment team, I've found the following questions generally come up in some form or fashion:

- What is the time commitment?
- What all will I be responsible for?
- Will I be trained?

The best answer for such inquiries? A well-planned training system or strategy, of course! Training serves several purposes including, but not limited to, sharing a ministry's vision and goals; communicating general information, responsibilities, and safety protocols; equipping individuals and teams with the resources necessary to succeed; and building an atmosphere of support and encouragement.

[Learn more here:](#)

Board Retreat How-To

By BoardSource, May 2016

Must be a member to download guide. See instructions in article 3.

A retreat offers the board an opportunity to step outside of the boardroom to get a better look at the bigger picture. But organizing a retreat takes careful planning and focus on your organization's goals. Use this simple, six-page, how-to to help coordinate your next board retreat.

[Learn more here:](#)

Encouragement Is Verbal Sunshine

By Harvey Mackay, Des Moines Register February 2016

Lord Chesterfield, in his famous letters to his son, said: "My son, here is the way to get people to like you. Make every person like himself a little better, and I promise that he or she will like you very much."

Most of us are aware of the tremendous power of encouragement, yet we fail to take action. Making others feel important and better about themselves should be a driving force in our relationships.

Mahatma Gandhi inspired millions of people to go beyond their limitations to accomplish great things. It was said of Gandhi that he refused to see the bad in people. He inspired, even changed, human beings by regarding them not as what they were but rather as they wished to be.

[Learn more here:](#)

The material in this e-mail is provided for educational and informational purposes only and does not constitute a recommendation or endorsement with respect to any company or product. One of the objectives of the USA Swimming Club Development News is to make coaches aware of potential resources available.

IMPORTANT REMINDER: USA Swimming reminds all member organizations and coaches to that you are responsible for complying with applicable copyright laws regarding publication and distribution of printed materials, including internet content. If you have any concerns about whether material you seek to reprint is covered by copyright law, we encourage you to contact the author and obtain permission or otherwise seek appropriate counsel regarding use of the materials.

© 2011 USA Swimming

This message was intended for: mweinberg@usaswimming.org

You were added to the system July 22, 2013.

For more information [click here](#). [Update your preferences](#)

[Unsubscribe](#) | [Unsubscribe via email](#)

Powered by
bluehornet 