



LSC MIGHTY LEADERS CALL

03.26.20

LSC Crisis Assessment for Leaders - Responses from USA Swimming

Joel Shinofield, Managing Director of Sport Development

- Athlete Transfers
 - USA Swimming is looking at various options to best support the athletes and teams on the other side of this crisis. Action currently being taken by USA Swimming involves devising language around the issue of transfers and taking into consideration the potential long-term effects on teams and membership. The goal is to be able to bring back all clubs on good footing.
- Financial Assistance
 - USA Swimming is determining in what ways financial assistance can be offered to teams. Similarly to the organization's disaster relief assistance, teams will be vetted to be sure all local, state, and federal resources for funding have been exhausted before USA Swimming relief can be applied. Assistance up to \$5k has been awarded in the past per club for disaster relief.
 - All teams are encouraged to research and apply for Small Business Administration (SBA) loans sooner rather than later to be entered into the queue for financial assistance. This now applies to non-profit organizations, as well. Local counties are the best place to begin gathering SBA information. Future aid from USA Swimming will require teams to have exhausted this avenue to qualify for funding.
- Communication (Shana Ferguson, Chief Commercial Officer)
 - Marketing is working on a toolkit for coaches and clubs to use for membership recruitment. Contact Shana, sferguson@usaswimming.org, if you have suggestions on recruitment marketing needs, communications, etc.
- Insurance
 - Virtual Dryland/Coaching Sessions
 - Your insurance through USA Swimming is not voided completely, you just aren't covered for the activity, if you host virtual dryland sessions. Insurance options are being formulated for sessions hosted through MAAPP and Safe Sport compliant platforms (does not include social media platforms such as Facebook, Twitter, etc.) and will be based on

age-appropriate work with limited equipment that is observable by a parent in a safe space with a limited number of participants per session so coaches are able to monitor the work. Updated insurance information expected to be released in the next 24 hours. [Check the USA Swimming website for the latest updates.](#)

- Virtual team meetings and team-building activities are okay as long as they are MAAPP compliant (two adults present). One-on-one athlete meetings must include a parent or a parent must be in a position where they could intervene if needed.
- Coach Connection newsletter from last Monday included some insurance information based on activity. If you would like to be added to the Coach Connection newsletter to stay in the loop on information going out to registered USA Swimming coaches, email Brendan Hansen, bhansen@usaswimming.org.
- Bylaws/HOD meetings (Jane Grosser, LSC Services Senior Manager)
 - Clark Hammond (Rules + Regs) and Abby (USA Swimming Legal) have drafted an outline to help LSCs navigate possible bylaw modifications. This information will be available as soon as possible for LSCs to consider.
 - Voting
 - As each LSC is incorporated under different State laws, you must check the laws in your State(s) regarding electronic voting. Some prohibit electronic voting.
 - Depending on State law, the BOD may be able to act on behalf of the HOD.
 - Most bylaw language states an elected member may stay in office until a successor is elected, thus not leaving a position vacant even if your HOD meeting is postponed.
 - Proxy voting is prohibited regardless of your State. Proxy voting means casting a vote *on behalf* of another person not present at the meeting. Electronic voting refers to participants *attending* the virtual meeting casting votes.

Current Climate of Teams

- Scott Bliss (MV): Most, if not all, part-time staff have been let go while teams are trying to continue paying full-time staff salaries. There have been 8 responses so far from the team assessment sent out yesterday.
- Bob Rettle (OZ): Similar to MV responses. Facility closures attached to institutional shutdowns (i.e. pools owned by schools) will not allow use by clubs even if practices are cleared to resume. Teams would like to know if the LSC can provide financial assistance; does the LSC have an obligation to help them?
- Alex Ongaco (SN): Knows of two teams that have laid off its entire staff. Team staff members are looking at how to provide value to the membership during this time. SN will be surveying the rest of the teams to gain insight and current needs. Most clubs can float

through the rest of this month but 1-2 months beyond that and they are likely to be in trouble.

- Suzanne Dangelmaier (NT): Currently trying to service clubs of all different sizes and structures. The BOD is working together to collect information to determine how to best serve teams. Teams are recognizing the need to wait for federal resources to become available. The LSC is hosting calls with teams to hear concerns.
- Michael White (WI): Teams are all over the board. LSC staff is reaching out to teams individually to do a wellness check. There is not enough information to determine dire needs yet. The smallest teams are doing well because the coaches often have other full-time jobs, mid-size teams seem to be struggling the most. Coaching staffs are being reduced, high school pools are being drained, so no opportunities to practice. Teams with no overhead are doing okay, a few teams panicking at the moment, and there's a feeling it's going to last pretty long.
- Julie Bachman (GU): Teams are starting to come out of the shock and getting a better idea of what's going on. No one seems to be in real trouble yet, but 50% of clubs will likely need some assistance. Working to partner with local small business associations to help serve teams.
- Tim Husson (PV): Teams not owning water are seeing a benefit of little to no overhead. Ten team responses within an hour from team assessment being sent.
- John Bradley (MN): Unknown timeline is an issue. The longer it drags on the more problems we will have. Things will become problematic if June hits and we are still in the same position. If we can get people through the gap they will likely be able to rebuild.
- Jeff Arce (IL): Sent out their own version of team assessment with 40 responses so far. 15-25% will struggle if this goes beyond 60-90 days. Currently assessing how the LSC can help. The resource pages are helpful. A series of Zoom meetings are being set up for team presidents and coaches to discuss problems and solutions, looking for collective input.
- Ira Klein (FL): The majority of the LSC is out of the water. Pools and beaches are closed. Beyond May most clubs will be in financial trouble. The biggest concern is the lack of training and keeping interest in the sport.
- Wade Kojima (MS): Everyone seems to be doing well. The LSC is taking a 14-day pause but following USA Swimming's lead. Most city shutdowns are through the end of April. The LSC is sending out SBA information to teams. BOD met last night where they decided to update teams weekly and improve communications on the website.

Actions Being Taken by LSCs

- Use of Reserves + Unused Travel Funds
 - Mark Brown (SN): Emergency meeting tonight to determine how to tap into reserves and options for distribution (i.e. how much money to support various teams, 0% loans out of the reserves to help assist teams, etc.)
 - Bob Keller (PN): Tapped reserves to help teams who made investments in upcoming championship meets as meet hosts, which impact 4 teams. This support will equal approximately \$50k. PN is managing travel to ensure unused

travel can be used for upcoming travel once competition starts up again. Also considering allocations to coaches from reserves either one time or over several months. Meeting Monday night to discuss as governor orders expire April 1.

- Julie Bachman (GU): Gulf voted to return funds to clubs that aren't currently being used for travel; \$15/swimmer back to each team.
- Jim Stromski (NI): Looking into what funds can be reclaimed from travel that is no longer being used for competitions. The AG committee is looking at how to repurpose funds to host camps, clinics, etc. so that these events are ready when facilities re-open. The goal is to have events and programs in place to jump-start involvement, keep enthusiasm for the sport and strengthen membership.
- Keith Lambert (IE): Revising LSC budget considering meet cancellations. LSC will reallocate funds as necessary and determine if further cuts need to be made or dip into emergency saving funds.
- Grants + Alternative Financial Assistance
 - Tom Avischious (USA-S): One LSC that is offering relief grants. However, a team must be a Safe Sport Recognized Program before they can apply.
 - Judith Deedy (MV): Offering grants to coaches for what would normally be done by volunteers.
 - Reducing meet entry/splash fees
 - Reducing or eliminating team dues in September
 - Deanna Oliphant (OK): Virtual BOD meeting on Saturday. Considering a rebate program for teams to help with LEAP and other LSC projects that need to be done.
- Gathering Team Feedback
 - Draft questions for a Team Assessment were shared with LSCs to send to clubs
 - Chris Wolford (SC): Trying to figure out the best way to equally give money to clubs that need it. With a variety of clubs, a majority being Y clubs, the financial needs vary greatly.
 - Bob Rettle (OZ): Determining who is getting support and who still needs it.
 - Tom Johnson (IN): Sent out a club assessment, no real plan as far
 - Leo Lin (PC): LSC is trying to tailor support for each team's specific needs; likely not starting anything until June at earliest
- Leadership
 - Ann Watanabe (MN): Cancelled AG Champs. Collaborated with Tech Planning, AG, and Senior to identify potential solutions and alternatives for competition. LSC is trying to stay engaged and on top of things, knowing it's all very fluid right now, using the time they have on their hands wisely.
 - Mary Turner (VA): BOD meeting each week to address issues that surface. The Leadership called each team to check-in. Schools and indoor sports facilities are closed for the rest of the academic year or until the end of April, respectively.
 - Mike Seip (MA): Crisis Management Team meets frequently (discussing HOD, voting, etc.) Upcoming Zoom interaction with the coaches starting tomorrow, hope to do one for parents and continue beyond the crisis.

- Renee Riggs (WV): The one big issue being discussed is how to pick the Zone Team, usually selected from AG State Champs which has been canceled. Most teams will fair okay in the short term. Three team assessments have been received so far.
- Josh Gregory (AK): LSC has implemented a step challenge within the LSC to get all AK clubs to participate and keep moving, encourage camaraderie and competition within the LSC. So far, 25% of the clubs are participating.

Actions Being Taken by Teams

- Shelly Rawding (OR): Some teams are continuing to collect dues and finding ways to provide services. Some non-profit teams are not providing services but are inviting families to count team dues as a donation to the team.
- Josh Gregory (AK): Letting parents opt out of paying dues. Most are working with families on a case-by-case basis.

Lessons Learned

- During times like this, no one is bothered by overcommunication.
- Crisis Management Plans are essential.
- Be patient.
- Finding that email addresses for athletes during registration are often not provided or current.
- Like a business, you have to be nimble to adjust to current conditions.
- Take a deep breath. Share, talk + listen.
- Keith Lambert (IE): The LSC lost an athlete recently. Since then, they have seen the LSC come together as teams showed up for the service and rallied for the athlete and family at the championship meet. This has served as a solid foundation going into the current crisis to come together to help one another. Always make member health a priority.

Moving Forward

- LSC Mighty Leader calls will continue weekly based on need from the LSCs. Today each Mighty segment had its own call, that may change moving forward to combine Mighty segments.
- Remember you are a separate entity under the USA Swimming umbrella, so be sure to check-in with your bylaws and local and state laws where your LSC is incorporated.
- Follow the steady foundation and routine practices you have established within your LSC. Your mission is critical at this point as you continue to operate based on your principles instead of panic mode.
- As leaders, encourage everyone's thoughts and ideas. You need all of the voices in the room, not just the loudest voice.
- Join the [USA Swimming LSC Leaders](#) Facebook page
- Review the [Crisis Management Resource Folder](#)