

LSC MIGHTY LEADERS CALL

04.02.20

General USA Swimming Announcements

Joel Shinofield, Managing Director of Sport Development

- Encourage teams to identify a local resource that they can use to secure insurance so they can continue to post workouts virtually and keep teams up and operating. [See what Illinois is doing to help teams secure liability insurance.](#)
- If your team did not receive the insurance information that went out last Friday from USA Swimming, let us know. If you have questions about what did go out, please reach out.
- Apply for SBA loans, begin the process for getting assistance. PPP assistance available if you do not lay-off employees (look into full details provided by the federal government); possible loan forgiveness or at a 4% rate over 10 years, this information seems to be changing on a daily basis. Identify a local partner through your bank for the LSC or through some other local resource to host a webinar for teams so they can understand the CARES Act. Consider hosting a virtual Town Hall for your LSC members.
- Looking into options for USA Swimming to provide assistance to teams across the country, similar to USA Swimming's current disaster relief program. Will know more after the BOD meeting later this month. Looking into a way for LSCs to put money into the Foundation for a matching grant to distribute back to teams within the LSC.
- Looking into 203.5 in the Rulebook regarding transfers of athletes. USA Swimming is aware and once they get a clearer picture of when/how facilities re-open they can address the situation for the best outcome. USA Swimming's plan is to keep the playing field level as far as sanctioning/not sanctioning meets across the country. Working in 30-day increments.
 - Bob Keller (PN): BOD requested consideration of a temporary, emergency suspension of Rule 203.5.
 - Jane Grosser (USA-S): Think about how when facilities re-open how you can work together to support one another. Create/encourage a spirit of community versus competition for pool space.
- Visit the [USA Swimming Swimming Community Coronavirus Resources](#) page
 - Tom Avischious (USA-S): This page includes upcoming webinars, business resources, connecting remotely with athletes, etc. Send items to Tom (tavischious@usaswimming.org) if you come across helpful resources to post.

Consider bringing in a trauma expert to do a webinar with teams in the LSC.
Some teams are doing this.

- Tom Avischious (USA-S): Working on an online [CLBMS 201](#) test for the Eastern Zone teams to be held next week. This will likely be offered in all zones moving forward.
- WeLead, SheLeads, and Women's Summit are being moved online for the time being.
- Consolidate the Team Assessment information and send them to any of the Sport Development staff or ([first name initial][last name]@usaswimming.org) or Jane Grosser (jane.grosser@usaswimming.org) so we can discuss next week on these calls. If you are unsure about sharing team-identifying information, feel free to remove before sending the results.

Meeting Rules Interpretation

Jane Grosser, LSC Services Senior Manager

- [See memo from Clark Hammond, Rules Committee Chair](#)
- If you intend to host a virtual HOD meeting, be sure to check your local and State laws to determine if virtual meetings are allowed in your state.

LSC Actions + Assistance Programs

- Chuck Kunsman (LE): Sent out the Team Assessment, responses from $\frac{2}{3}$ of the clubs with approximately 10% being in trouble. Many are laying off some part-time coaches, others have let go of all coaching staff. Many resources are being shared on the LSC website. BOD will soon make a decision about the upcoming HOD meeting. Considering the LSCs options for providing financial assistance. Some clubs are asking for financial assistance, especially to help with coach payroll.
- Anna Summerfield (MD): LSC has had conversations with each of the teams. There doesn't seem to be a whole lot the teams are requesting because the long-term effect is unknown. It's too early to make big decisions, operating on a week-to-week, month-to-month basis. A contingent budget has been created based on potential outcomes. Looking at the reserves to determine what can be allocated to teams while still maintaining the health of the LSC. Teams are very focused on the health of the athletes.
- Bob Keller (PN): Team is looking at financial aspects. Would like to connect finance contacts to share ideas.
- Mark Hesse (USA-S): What's the state of your LSC coaches as far as mental health?
 - Anna Summerfield (MD): Coaches are coming to a place of acceptance after being in a state of shock. The LSC is trying to be a listening ear for those who need to vent.
 - Sally Taggart (SI): Many coaches were let go early to allow them to be able to apply for unemployment early. There is so much information coming out, the coaches are overwhelmed. SI has organized a page on the website with timely and relevant information to assist. No teams in the LSC own water, completely dependent on external facilities. Providing dryland workouts with a follow-up virtual meeting.

- Jennifer Gibson (FG): Three-week marker of the initial shock. Began journaling to find the calm and found Mark's talk helpful. Looking for routine, organization, and some type of action. LSC has been hesitant to put a lot of information out there while the teams are focusing on the athletes.
- Michael White (WI): Using this time to address team development topics including business topics, mental health, etc. Attempting to cover all bases to help strengthen teams in the downtime.
- Ann Watanabe (MN): Team assessment showed that many of clubs are willing to show grace and patience right now. Considering hosting a Town Hall and looking for what other LSC are doing. What are LSCs planning as far as Spring and Summer season?
 - Michael White (WI): Talked about a lot of possibilities, but not ready to wrap their heads around no summer session. Continuing to move forward as normal right now.
 - Joel Shinofield (USA-S): Hoping not to cancel the long-course season. It is the goal to get families re-engaged as soon as possible within reason according to health recommendations. Zone Open Water meets will not be moving forward as originally planned. Considering the transition from not competing to competing without incentivizing unhealthy practices to be competition-ready.
 - Suzanne Dangelmaier (NT): Critical to hold out hope for the swimmers and coaches. Working in two-week increments.
 - Jeff Arce (IL): Remaining realistic about the dates.
 - John Bradley (MN): Many logistic issues with having the proper number of officials on deck, swimmers on deck, spectators in the stands, etc. and staying within health regulations as we return to regular swimming practices and meets.
- Jeff Arce (IL): Provided 4-5 opportunities for coaches to call in to follow-up on the Team Assessment (85 of 112 responded). Most questions around liability insurance and what the teams are capable of doing virtually. IL is offering a reimbursement program to help teams get liability insurance (\$400 reimbursement for liability insurance). Coach socials every Tuesday AM and Thursday PM.
 - Request from USA Swimming: Consider developing best practices for teams coming out of this crisis.
- Julie Bachman (GU): Look into county SBA assistance. One county office is offering to dedicate one individual to help address questions for LSC coaches. A webinar was hosted for the coaches on the topic. Informal virtual gatherings for coaches are beneficial for mental health and meaningful community engagement.
- Tim Husson (EZ Director): The more communication the better.
- Trish Martin (NC): Launched weekly Coach Conversation program yesterday. Well-attended and everyone was enthusiastic to have the opportunity to get together. Looking into different topics to cover with the group (i.s. college recruiting, athlete engagement, etc.) Sharing engagement ideas within the team like the Navy SEAL Challenge.
- Stacy Smith (CA): Kids are missing the social interaction. One team hosted an outdoor s'mores party to get everyone together.

- Dave Smith (SZ Director): Encourage athletes to get involved and engaged in the communication efforts.
- Van Donkersgoed (WI): Had one team fold at this point. Really look into the government programs ASAP as the demand is high and time sensitive.
- John Bradley (MN): Looking at a nation-wide push-up challenge through TeamUnify to run through each LSC as a national competition.
- Bob Crunstedt (MN): Asking for more information on working through the Foundation as a possible grantor.
 - Joel Shinofield (USA-S): Aware of the barriers for LSC to provide direct funding to some teams. Looking at a matching-grant program so the funding comes directly from the USA Swimming Foundation. Would help remove some of the conflict of interest elements with the money distribution. Will have more information in the coming weeks
- Taylor Rogers (ME): Many of our coaches have been furloughed, meaning they are legally not allowed to do any work for their organizations, including maintaining contact. Can we recruit coaches as volunteers and run LSC-wide dryland-like activities? Will that still be covered under the insurance?
 - Joel Shinofield (USA-S): Refer these types of questions to Steve Levine (slevine@usaswimming.org).
- Mike Falati (LA): Will be offering teams some type of financial assistance, possibly a fee refund. Determining what the amounts should be.
- Wade Kojima (MS): Looking at ways to help teams in the future once teams are up and running.
- Jody Rash (IE): Is there a decision about summer swim meets above the LSC level?
 - Joel Shinofield (USA-S): Being mindful of the YMCA decision to cancel the long-course meet and many feeling there will be no possibility of a summer championship. Goal is to get everyone back in the pool as soon as possible within the current health restrictions. Options are being explored as we know more. Likely not a national championship, but something at the regional level.

Feel-Good Team Stories

- Anna Summerfield (MD): The silver-lining of rest. Use the time wisely to get ready for when the time comes to get back in the water.
- Dave Smith (SZ Director): Time for athlete rest and growth (literally, taller). Coaches are looking at how to structure the season to address the pent-up energy.
- Jane Grosser (USA-S): Hero Parents! One team put out an open letter to the parents about the team's financial situation and some parents/families have stepped up to help the team financially to help pay coach salaries.
- Dave Smith (SZ Director): LSC BODs are coming together to work more closely together for the greater good. Hoping to see this continue even after the crisis.
- Tim Husson (EZ Director): We are all being brought closer together as members of the same team, LSC, and national organization.

- Taylor Rogers (ME): Athletes have risen to the occasion to communicate with one another.
- Joan Wong (SR): Finding ways to recognize graduating seniors within the LSC publicly.
- Wade Heggie (MS): This has given the LSC time to review policies and update them. Same for local teams to look at their bylaws and policies.

Moving Forward

- As leaders, look toward the future so you can be prepared when the teams get to the next step.
- [See LSC Team Support Programs](#). Fill in the blanks to include your LSC program offerings.
- Remember to complete the [LSC Crisis Assessment](#) if someone from your LSC has not already done so. One response per LSC.
- Join the [USA Swimming LSC Leaders](#) Facebook page (answer both the LSC question and agree to the terms to be approved for membership)
- Review the [Crisis Management Resource Folder](#)