

Maine Swimming Inc. USA Swimming Coach-Mentor Program
(see page 2 for proposal details)

USA swimming instituted a Coach mentoring grant program. This program was set up to offer financial support to coach members who wish to pursue a mentoring opportunity. Newer coaches are encouraged to identify and implement with a more experienced coach mentor to learn more about the art of coaching.

Durations of this relationship range from a single meeting to multiple interactions and even an ongoing relationship.

Monies for the Coach-Mentor Program will be matched by USA Swimming on a first come first serve basis. Funds can be used for mileage, lodging and meals if approved, with a maximum per coach/club of \$500 per year. This program is capped at \$3000. A small honorarium of \$50 may be offered to the host/mentor coach. The following are just a general overview of expectations of the mentor and mentee. This is not a finite list. Details of the relationship need to be approved by MESI and then worked out between the parties involved. Only pre-approved visits are eligible for reimbursement.

The Mentor will offer at least one workout observation. The mentor will also make available to the mentee access to other team coaches, administrators, BOD's, or swimmers during that work out. the mentor may also offer additional club resources such as workout and season planning, administration and policies and training and techniques. The Mentor must be approved by MESI. They must be Head Coach or senior coach with 5 or more years experience in the role and at least an ASCA level 1 coach. Mentors are under no obligation to agree to a mentee request.

The Mentee will provide a proposal to the Coaches Rep and an appropriate LSC administrator for MESI for approval with pertinent details. The coach's rep will contact the potential mentor coach and follow up with a confirmation to the mentee. Once the mentor agrees, the mentee can contact the mentor directly to work out logistics. It is at this time that receipts for reimbursement are submitted to MESI. MESI full time coaches will receive priority for the monies available.

The mentee will make self-arrangements, plan transportation and housing if needed, set up own goals for the meeting/s. the mentee should have learning objectives and submit a written report and include any applicable expenses to MESI for approval and possible reimbursement. Approved visits may not exceed 2 nights and 3 days. No alcohol or related are eligible for reimbursement.

The Mentee must be a year-round club coach in MESI, in good standing, and, provide a recommendation from said clubs board of directors or equivalent.

Submitted by MESI Coaches Representative

D. Jay Morissette head coach Long Reach Swim Club (lrsc@bathymca.org) (207-443-4112)

Bath YMCA 303 Centre street Bath, Me 04530

MESI Mentoring Coaches Process
(see document above for details for proposal)

Purpose: Create a coach mentoring program for club coaches in Maine Swimming

Many successful coaches talk about how they were mentored earlier in their career. This program is intended to create a practical and affordable means to connect younger inexperienced coaches with a veteran coach to aid in the development and education of the coach.

Criteria:

Minimum visit of 6 hours, no more than 3 days (2 nights)

Each participant (mentee) must present a proposal to the MESI Coach Representative, Jay Morissette (lpsc@bathymca.org) and the MESI Office (meswimoffice@gmail.com)

This proposal should include:

Mentor Coach

Dates of meeting

Reasons for mentoring (goals and learning objectives)

What they expect to gain from the experience

Budget to include transportation/mileage, per diem (to cover food and other items), hotel

Mentee must submit the designated report prior to reimbursement

Reimbursements for mentee based on pre-approved budget

Mileage/Transportation

\$40 per diem

Hotel (up to 2 nights)

No alcohol or related are eligible for reimbursement.

For Mentor \$50 gift certificate of mentee's choice