SIERRA MARLINS

2021 STATE OF THE TEAM

SMST MISSION

"Building a safe and supportive swimming environment which develops youth into responsible young adults of integrity"

How We Do It

- HIGH FOCUS ON SELF-RELIANCE
- PERSONAL AND PHYSICAL DEVELOPMENT
- COMPETITIVE DEVELOPMENT
- LONG TERM PLANNING AND DEVELOPMENT
- TRANSFERABILITY OF SKILLS
- TEAM CULTURE - SWIM TEAM VS. SWIM CLUB
- HAVE FUN!

SELF-RELIANCE

Self-Reliant swimmers take responsibility for their own success. They know when to warm up for their races, pack their own bags, fill their own water bottles, and manage their own gear. They do not wait for things to be done for them

AGE GROUP SWIMMERS: WE ARE LEARNING ☺

SENIOR SWIMMERS: EXPECTED TO TAKE DIRECT CONTROL OF THEIR EXPERIENCE

- TAKE OWNERSHIP (TIME MANAGEMENT, TRANSP., GEAR, ETC…)
- ADVOCATE FOR THEMSELVES (SPEAK UP!!)
- COMMUNICATE ON THEIR OWN BEHALF WHEN OBLIGATIONS CANNOT BE FULFILLED WORK DIRECTLY WITH THEIR COACHES TO DEVELOP A CLEAR AND ATTAINABLE EXECUTION PLAN

A self-reliant athlete learns to rise to the occasion when faced with obstacles, while others may tend to use them as excuses for a subpar performance or experience

PERSONAL AND PHYSICAL DEVELOPMENT

1. Academic success is of the highest priority!
2. Promote physical fitness while encouraging proper conditioning and health
3. Development of Physical, Mental, and Social Components
4. Development of high self-esteem and confidence

COMPETITIVE DEVELOPMENT

Competition is paramount to our mission. Only those actively engaged in competition will be invited as members of our top groups!

- CREATE AN ENVIRONMENT IN WHICH THE DESIRE FOR SELF-IMPROVEMENT AND GOAL ACHIEVEMENT MOTIVATES EACH ATHLETE TO DEVELOP THEIR NATURAL ABILITIES
- LEARN THE VALUES OF HARD WORK, DEDICATION, SELF-DISCIPLINE, AND PERSEVERANCE
- UNDERSTAND AND LEARN HOW TO DEAL WITH BOTH SUCCESS **AND** FAILURE
- PROVIDE QUALITY INSTRUCTION, TRAINING, AND COMPETITION

TEAM CULTURE

Swim CLUB vs. Swim TEAM – "TEAM" before "I"

Benefits of a TEAM environment

- Develop relationships – learn how to better interact with others
- Selflessness – Getting outside of yourself
- Teaches Respect, Responsibility, Patience, among a host of other skills

Needs of a Team Environment:

- Uniforms/Team Apparel – Dress like a team. Coaches included (White/Black/Red)
- Team Caps @ Practice
- Team at meets (Sit together, cheer together)
- Team Travel meets

Set Team Goals – will be public knowledge

Success determined by group/team accomplishments

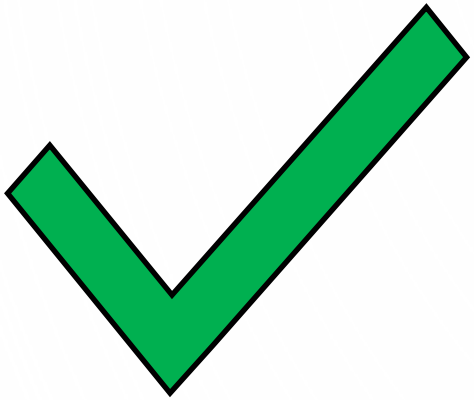
Teach Athletes to be great teammates

Sierra Marlins Personal Best
sierramarlinsswimteam
Folsom, CA
2,019 likes
sierramarlinsswimteam I just raced and got a Personal Best! #rollmarlins #Marlinstrong #onceamarlinalwaysamarlin #theraceisinyourlane #doyourbest

SMST

TOYOTA
WOMEN'S 200 BUTTERFLY

2019-2020 GENERAL OVERVIEW



- **GRADE: A- (EXCEEDED EXPECTATIONS IN COVID YEAR)**
- **GETTING BIGGER!**
  - **SEPTEMBER 2019:**
    - 254 YEAR-ROUND LOCAL REGISTRATIONS (YEAR ROUND + CLINICS)
  - **JANUARY 2020:**
    - 272 YEAR-ROUND LOCAL REGISTRATIONS (AS OF 1/12/21)
    - ARDEN HILLS EXPANSION (FUTURE PROGRAMMING COMING)
    - TRUCKEE-TAHOE AFFILIATION
    - RECREATION PROGRAMS IN DEVELOPMENT (AH OTTERS, FOLSOM MARLINS)
- **BECOMING FINANCIALLY SOLVENT:**

  ***(GOAL* = BUILD RESERVES - 6 MONTHS OPERATIONS ON HAND)**
  - **SEPTEMBER 2019:**
    - OPERATIONS BUDGET: APPROX. 900K
    - TEAM BANK ACCT: APPROX. 120K
    - PROJECTED NET FINANCIAL GROWTH: 80K-100K FROM 2018
    - 2019-2020 PROJECTION: OVER 200K IN BANK BY 2020
  - **JANUARY 2021**
    - OPERATIONS BUDGET: OVER 1 MILLION ANNUALLY
    - TEAM BANK ACCT: CURRENTLY 211K
    - PROJECTED FINANCIAL GROWTH: COVID-19 = BREAK EVEN IN 2021
    - 2021-2022 PROJECTION: REMAIN OVER 200K IN BANK (HOLD STEADY)

PERFORMANCE SUMMARY

Locally:

- 2017 SNS Champs = **3rd**
- 2018 SNS Champs = **1st**
- 2019 SNS Champs= **Repeat Champions!!**
- 2020 SNS LC Champs = Did not happen (COVID)

Nationally:

- 2017 Winter JNats: **5 swimmers (Men 11th , No women or combined)**
- 2018 Winter JNats: **11 Swimmers (Men 1st, Women 51st, Combined 4th)**
- 2018 Summer Juniors: **4 Swimmers (Men 14th, No combined score)**
- 2019 Summer Juniors **11 Swimmers (M = 3rd, W = 58th, Combined 4th)**
- 2019 Winter JNats: **11 Swimmers (M = 4th, W = 9th, Combined 6th)**
- 2020 Summer Juniors **– Did not Happen (COVID)**

Scholar-Athletes

- **2017 – 2018** (18 SNS Scholar Athletes, 3 USA Swimming Scholastic All Americans)
- **2018 – 2019** (14 SNS Scholar Athletes, 6 USA Swimming Scholastic All-Americans)
- **2019 -2020** (29 SNS Scholar Athletes, 6 USA Swimming Scholastic All-Americans)

USA Swimming Club Excellence:

- 2018 – Silver (14,317 points – Top 40)
- 2019 – Silver (9,600 points – Top 50)
- 2020 – Gold (21,003 points – Top 20)
- 2021 – Gold (rollover due to COVID)

2020-2021 PROGRAM GOALS

- **FINANCIAL GOALS:**
  - WORK TOWARD REMAINING FINANCIALLY SOLVENT OFF DUES ALONE (CURRENTLY AT BREAK EVEN POINT IN COVID)
  - WORK TOWARD 6 MONTHS OF ANNUAL OPERATIONS BUDGET ON HAND AND IN THE BANK (GOAL = 500K)
  - REMAIN OVER 200K IN THE BANK AT THE END OF 2020-2021. CONTINUE BREAKING EVEN WHILE OPERATING DURING COVID-19 PANDEMIC
- **MEMBERSHIP GROWTH:**
  - RETAIN MEMBERSHIP OVER 250 YEAR-ROUND SWIMMERS BY BEGINNING OF FEBRUARY (2020 ATTRITION 210 IN FEBRUARY DUE TO REC/HIGH SCHOOL SEASON BEGINNING)
  - BUILD PROGRAM TO OVER 300 YEAR-ROUND LOCAL YEAR-ROUND REGISTRATIONS BY FALL OF 2021-2022
  - OFFICIALLY LAUNCH REC PROGRAMS (AH OTTERS, FOLSOM MARLINS). AH OTTERS CLINICS BEGIN JANUARY 2021
- **PERFORMANCE:**
  - REMAIN GOLD MEDAL PROGRAM IN 2022
  - REPEAT AS 2021 SNS LC CHAMPIONS (FULL TEAM EFFORT)
  - TOP 5 COMBINED SCORE @ 2021 WINTER JUNIORS
  - INCREASE OLYMPIC TRIALS QUALIFIERS BEFORE JUNE 2021
  - REGIONAL SUCCESS/TEAM TITLES AT SECTIONALS, JO'S, AND OTHER AREA MEETS

WHAT IS GOING WELL

- **FINANCIAL OUTLOOK**
  - PROFIT & LOSS HOLDING STABLE DURING COVID-19. CURRENTLY BREAKING EVEN ON MONTHLY BASIS WITHOUT REVENUE STREAMS WE TYPICALLY RELY ON TO OPERATE (MEETS AND FUNDRAISERS)
- **BUILT UPON SOLID COACHING STAFF FROM TOP TO BOTTOM**
  - ADDITION OF FOLLOWING COACHES:
    - **EMILY MOSBACHER** – SENIOR PROGRAM COACH
    - **KIM STANDAL** – SENIOR PROGRAM COACH
    - **ALEX CORDOVA** – AGE GROUP COACH
    - **JEFF NICHOLSON** – AGE GROUP COACH
    - **JILLIAN TRIMARCHE** – AGE GROUP COACH
    - **STEPHANIE CHANDLER** – AH OTTERS HEAD COACH
  - COACHES LEAVING THE PROGRAM FOR VARIOUS REASONS:
    - **MATT HAVEN** – AGE GROUP COACH
    - **TAMARA JABER** – AGE GROUP COACH
    - **KELSEY HUBER** – AGE GROUP COACH
    - **SHANE DENISON** – AGE GROUP/SENIOR/MASTERS
- **STRUCTURE/ORGANIZATION**
  - EFFICIENT PROGRAM FLOW CHART
  - HEAD COACH FOR EACH “DEPARTMENT”
  - COHESIVE FLOW FROM GROUP TO GROUP (TRAINING AND SKILL DEVELOPMENT)
- **MORE EFFICIENT ADMINISTRATIVE PROCESSES**
  - ADDITION OF “DIRECTOR OF OPERATIONS” - KATHY MYERS
  - DEDICATED MEET DIRECTORS – KATHY MYERS AND KATHLEEN CALKINS
- **PERFORMANCE**
  - SEE PERFORMANCE SUMMARY IN PREVIOUS SLIDE

WHAT COVID-19 HAS CREATED

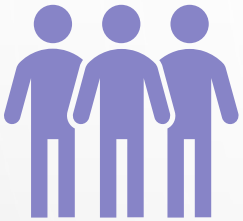
- **CHALLENGES IN A COVID-19 YEAR:**
  - ***PRACTICE SCHEDULES*** - LESS THAN IDEAL PRACTICE TIMES/SCHEDULES
  - ***INDIVIDUAL ATHLETE SCHEDULING*** – HAVING TO SCHEDULE EACH ATHLETE INTO GROUPS ON AN INDIVIDUAL BASIS TO MEET SPACING REQUIREMENTS. ATHLETES SPREAD ALL OVER THE PLACE. SOME PRACTICES OVER-BOOKED AND NUMEROUS SWIMMERS SENT HOME
  - ***COMPARTMENTALIZATION OF PROGRAMS*** – ATHLETES FROM SAME GROUPS NOT PRACTICING TOGETHER AND PUT INTO SPECIFIC FOCUS GROUPS. LOSS OF TEAM COHESION
  - **LOSS OF COMPETITIVE OPPORTUNITIES –** "MEETS" LOOK MUCH DIFFERENT, IF THEY HAPPEN AT ALL.
  - ***CONVOLUTED OPERATIONS*** – MANAGEMENT OF MULTIPLE MOVING PIECES ON A DAILY BASIS (SCHEDULES, ROSTERS, COMMUNICATIONS, GENERAL CHANGES, BILLING, REGISTRATIONS, YOU NAME IT)
  - **ELEMENT OF THE UNKNOWN** – DIFFICULT TO PLAN FUTURE PROGRAMMING, MEETS, AND EVENTS. THINGS CHANGE INSTANTLY
  - ***FINANCIAL UNCERTAINTY*** – OVER TWICE THE NUMBER OF PRACTICES BEING RUN CREATING HIGHER OPERATIONAL COSTS WHILE SWIMMERS GET LESS INDIVIDUAL PRACTICE TIME FROM WHAT IS "NORMAL."
  - **CHANGE IN VALUE PROPOSITION** – VALUE PROPOSITION HAS CHANGED - COST OF DOING BUSINESS DURING COVID-19. LESS PRACTICES OFFERED + HIGHER OPERATIONAL COSTS.

WHAT COVID-19 HAS CREATED

- **<u>POSITIVES IN A COVID-19 YEAR :</u>**
  - ***SMALLER PRACTICE GROUPS*** – LESS SWIMMERS IN EACH PRACTICE GROUP HAVE CREATED, IN MOST CIRCUMSTANCE, A LOWER COACH TO ATHLETE RATIO WITH WHATEVER COACH IS ON DECK.
  - ***FOCUSED PRACTICE GROUPS –*** COMPARTMENTALIZATION OF GROUPS HAVE CREATED THE ABILITY TO RUN FOCUS PRACTICES WHICH DIFFER BETWEEN ATHLETES IN THE SAME REGISTERED ROSTER GROUP (I.E. EVERY SWIMMER IN A SPECIFIC PRACTICE SLOT WORKING ON BACKSTROKE, BREA STROKE, IM, ETC..). ABILITY TO BETTER INDIVIDUALIZE THE ATHLETE EXPERIENCE
  - ***INNOVATION*** – MORE EFFICIENT STRATEGIES/PROCESSES HAVE BEEN DEVELOPED IN TERMS OF GENERAL OPERATIONS, EVENTS, AND WORKOUT MANAGEMENT.
  - ***SWIMMING REIMAGINED*** – COACHES HAVE BEEN AWAKENED TO NEW IDEAS OF WHAT IS POSSIBLE. HAVE SHOWN THAT "LESS" CAN EQUAL "MORE."
  - ***GRATITUDE –*** MANY NOT TAKING OPPORTUNITIES FOR GRANTED. REFLECTION ON THE YEAR HAS MADE MANY MORE "GRATEFUL" FOR WHAT THEY DO HAVE, OFTEN RESULTING IN HIGHER DRIVE TO EXCEL
  - ***CREATIVITY/TIME MANAGEMENT/SELF-DISCIPLINE***

PROGRAM VISION

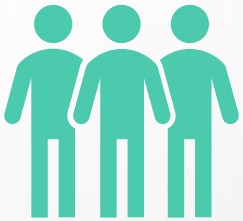
WHERE WE HAVE BEEN – RECENT HISTORY



2008

Height of Sierra Marlins

- Near 300 Registered Swimmers
- Largest team @ Olympic Trials for 18 and Under athletes
- Multitude of LSC/Sectional/Regional team titles
- Great relationships with city personnel & outside organizations
- Great Financial Stability



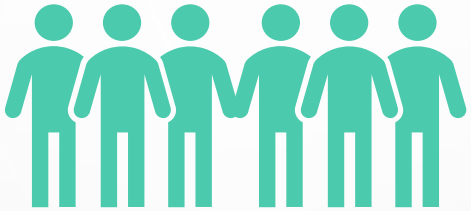
2015

Changing Landscape

- Approximately 100 Registered Swimmers
- Fractured relationships with city personnel & other orgs
- Numerous other teams in Folsom popping up and duplicating services
- Swimmers split in multiple directions
- Financial Distress

The community of swimming in Folsom had been fractured

WHERE WE ARE



2021

Reconstruction of the Sierra Marlins:

- Nearing 300 Registered Local Year-Round Swimmers
- Repeat LSC Champions
- Repeat USA Swimming Gold Medal Program (2020/2021)
- Multitude of LSC/Sectional/Regional/National team titles
- Great relationships with city personnel & outside organizations
- Regaining Financial Stability
- Launching Recreational Program network with multiple feeder programs

The community of swimming in Folsom and beyond is gaining strength

WHERE WE ARE GOING

1. MUCH PAST PREVIOUS MEMBERSHIP HEIGHTS

- PROJECTED OVER 300 YEAR-ROUND REGISTRATIONS BY 2021-2022 FOR THE FIRST TIME EVER. (THIS PROJECTION DOES NOT INCLUDE TRUCKEE TAHOE AND/OR ARDEN HILLS)

2. EXECUTE PROGRAM EXPANSION OPPORTUNITIES

- REC PROGRAMS – AH OTTERS AND FOLSOM MARLINS
  - CREATING IN-HOUSE USA SWIMMING REC LEAGUE UNDER THE UMBRELLA OF SIERRA MARLINS
- YEAR-ROUND PROGRAMS – SIERRA MARLINS @ ARDEN HILLS (COMING SOON)
- RE-LAUNCH SIERRA MARLINS MASTERS (HOPING FOR FALL 2021)

3. VISION – BY 2024:

- MULTI-SITE PROGRAM W/FLUID CONNECTION BETWEEN SITES (CULTURE, PERSONNEL)
  - POTENTIAL FOR 500+ MEMBERS
- DYNAMIC REC LEAGUE WITH MULTIPLE TEAMS COMPETING UNDER SMST UMBRELLA
  - DIRECT FEEDER PROGRAMS TO YEAR-ROUND SWIMMING OPPORTUNITIES
- DRASTICALLY INCREASE REVENUE STREAMS. FINANCIAL STABILITY LEADING TO IMPROVED ATHLETE OPPORTUNITIES AND SUSTAINED CLUB EXCELLENCE FOR YEARS TO COME

ARDEN HILLS: PRESENT & FUTURE

- **CURRENT ARRANGEMENT THROUGH COVID-19:**
  - "RENTING" POOL SPACE TO MEET OUR POPULATION DEMANDS WHILE IN COVID-19. TEMPORARY AGREEMENT WHILE WE OUTLINE VISION FOR FUTURE PROGRAMMING.
  - SWIMMERS TOGGLE BACK AND FORTH BETWEEN SITES. ENSURES EACH ATHLETE CAN PRACTICE DAILY (NOT NEARLY ENOUGH SPACE FOR ALL ATHLETES IN FOLSOM)
  - TEMPORARY ARRANGMENT. WILL CHANGE WHEN FOLSOM RELAXES CAPACITY GUIDELINES AND VISTA DEL LAGO POOL RE-OPENS
- **FUTURE PARTNERSHIP:**
  - WILL BE MEMBERSHIP BASED. ATHLETES SWIMMING AT ARDEN HILLS WILL BE REQUIRED TO BE MEMBERS OF THE CLUB. EITHER FULL MEMBERSHIP OR "TRAINING" MEMBERSHIP IN ADDITION TO SMST MEMBERSHIP.
  - SMST MEMBERSHIP RATES FOR THOSE SWIMMING AT AH WILL BE LOWER DUE TO LOWER OPERATIONAL COSTS (DETAILS TO COME)
  - COACHES WILL MOVE FLUIDLY BETWEEN BOTH FACILITIES TO ENSURE STREAMLINED PROGRAMS, CULTURE, AND PHILOSOPHIES.
  - PROGRAMMING WILL INCLUDE
    - AH OTTERS – REC PROGRAM (YEAR-ROUND CLINICS + SUMMER REC)
    - YEAR ROUND CLUB SWIMMING
    - LESSONS + PRIVATE COACHING
  - WHEN WILL IT START? MOVING TARGET DUE TO COVID-19. GOALS INCLUDE APRIL 1ST, JUNE 1ST, OR SEPTEMBER 1ST.

TRUCKEE TAHOE SWIM TEAM
AFFILIATE TEAM

TRUCKEE-TAHOE SWIM TEAM JOINED THE SIERRA MARLINS AS AN AFFILIATE IN OCTOBER OF 2020. DETAILS OF THIS AFFILIATION ARE AS FOLLOWS:

1. TRUCKEE-TAHOE MAINTAINS OPERATIONS AS A SEPARATE ENTITY, RETAINING THEIR CHARTER AS A SEPARATE 501C3
2. SWIMMERS ARE SIMPLY REGISTERED AS SIERRA MARLINS UNDER USE SWIMMING. MEMBERSHIP DUES ARE PAID DIRECTLY TO TRUCKEE TAHOE, NOT SIERRA MARLINS IN FOLSOM.

- **BENEFITS OF AFFILIATION:**
  1. OPPORTUNITIES FOR INCREASED PARTICIPATION AT MEETS (ESPECIALLY INTER-SQUAD MEETS, HELPFUL IN COVID-19 YEAR).
  2. OPPORTUNITIES FOR JOINT TRAINING SESSIONS & TRAINING TRIPS. ELEVATING OUR TRAINING ENVIRONMENT. COACHES AND ATHLETES INTERMIXED
  3. INCREASED COMPETITIVE ATMOSPHERE INTERNALLY (RELAYS, ETC.)
  4. EXPANDED NETWORK. WORKING TOGETHER TO EXECUTE PROGRAM/TEAM GOALS. MORE ATHLETES SCORING IN CLUB EXCELLENCE, LOCAL AND REGIONAL MEETS, ETC.
  5. ITS FUN! AWESOME TO HAVE NEW FACES ON THE POOL DECK, MORE HELP AT MEETS, AND MORE SWIMMERS INTERACTING.

COMPETITIVE PROGRAMS TRAINING GROUP STAFF

Rob Collins
CE0/Head Coach

Tim McCormick
Head Senior Coach

Kathleen Kinsey
Head Age Group Coach

2021 SMST DIRECTORS

2021 SMST SENIOR PROGRAM STAFF

Rob Collins
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Sarah Dunleavy
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PRE-SENIOR/SENIOR FIT/SENIOR PREP

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2021
AGE GROUP STAFF

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Jillian Trimarche
Age Group Coach
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DEVELOPMENTAL POLICY

- WE WANT **IM'ERS** NOT **I AM'ERS**

- **IM'ERS** ARE MULTI-STROKE SWIMMERS THAT STRIVE TO BE THEIR BEST AT ALL 4 STROKES. THESE SWIMMERS ARE NOT AFRAID OF THEIR "WEAK" EVENTS. THEY TYPICALLY DEMONSTRATE A GROWTH MINDSET AND ACCEPT FAILURES AS A LEARNING EXPERIENCE.

- **I AM'ERS** ARE SINGLE OR DOUBLE STROKE SWIMMERS THAT FEAR THEIR WEAK EVENTS, ASK NOT TO SWIM THEM AT MEETS, AND OFTEN AVOID WORKING HARD ON THEM AT PRACTICE. THESE SWIMMERS TYPICALLY DEMONSTRATE A FIXED MINDSET WHERE FAILURE LEADS TO A NEGATIVE OUTLOOK…AND OFTEN QUITTING!

WE ARE INTERESTED IN LONG-TERM SUCCESS, NOT OVERNIGHT STARDOM. WE ARE NOT PUSHING ATHLETES TO WIN NOW AND AT ALL COSTS

TRAINING DYNAMIC

AGE GROUP SWIMMING

- "HOW WILL YOUR SWIMMING LOOK AT AGE 18?"
- NOT EXPECTED TO PERFORM/TRAIN LIKE SENIOR SWIMMERS
- AGE APPROPRIATE: "10 YEAR OLD'S NEED TO BE 10 YEARS OLD"
- HIGHLY INSTRUCTIONAL/SKILL BASED
- FOCUS ON LEARNING, NOT BEING PERFECT

SENIOR SWIMMING

- SERIOUS/RIGOROUS PHYSICAL TRAINING
- LIGHT FOCUS ON STROKE SPECIALIZATION
- FUTURE PLANNING HIGHLY EMPHASIZED (COLLEGE SWIMMING, ETC.…)
- HIGH FOCUS ON SELF-RELIANCE

ATTENDANCE POLICY

Age Group Swimming (14 and under) We recommend your child partake in various activities and develop a wide variety of skills.

Senior Level Swimming (15+) We recommend narrowing your sport focus in order to maximize success.

If you are going to be gone or will be missing practice, please let the coaches know ahead of time. For Senior athletes, it will be their responsibility to communicate with their coaches directly

DEVELOPMENT GROUPS

PLEASE VISIT OUR WEBSITE AT WWW.SIERRAMARLINS.NET FOR A FULL DESCRIPTION OF EACH GROUP

AGE GROUP FIT:

LEAD COACH: JEFF NICOLAYSEN

EXPLORER:

LEAD COACH: ALEX CORDOVA

ASST. COACH: JEFF NICOLAYSEN

DISCOVERY:

LEAD COACH: GRETA KINSEY

ASST COACH: KATHLEEN KINSEY & ALEX CORDOVA

IMAGINATION:

LEAD COACH: GRETA KINSEY

ASST. COACH: ALEX CORDOVA & KATHLEEN KINSEY

INTEGRITY:

LEAD COACH: KATHLEEN KINSEY

ASST COACH: GRETA KINSEY & ALEX CORDOVA

.

SENIOR GROUPS

PLEASE VISIT OUR WEBSITE AT WWW.SIERRAMARLINS.NET FOR A FULL DESCRIPTION OF EACH GROUP

SENIOR FIT:

LEAD COACH: KIM STANDAL

PRE-SENIOR:

LEAD COACH: TRAVIS FOLSOM

ASST. COACH: ALEC ABRAMS

SENIOR PREP:

LEAD COACH: KIM STANDAL

ASST COACH: ALEC ABRAMS & TRAVIS FOLSOM

SENIOR PROGRAM:

COACHES: ROB COLLINS, TIM MCCORMICK,

DOUG REYES, EMILY MOSBACHER, SARAH DUNLEAVY

.

DRYLAND

WHAT IS APPROPRIATE FOR EACH LEVEL?

- A MAJOR PART OF THE OVERALL TRAINING PLAN
- ATTIRE: SHOES, SOCKS, SHIRT, SHORTS
- CONSISTENCY IS KEY
- EXPECT YOUR SWIMMER TO BE SORE, ENCOURAGE THEM TO KEEP COMING.

DRYLAND PROGRAM & VISION

WE ARE EXCITED TO CONTINUE A PARTNERSHIP WITH ROBERT GRAY AND SPORTS PERFORMANCE!

PROGRAM LEADERS:

ROBERT GRAY (CERTIFIED STRENGTH COACH –PICTURED LEFT)

BENEFITS INCLUDE:

1. PROGRAMMING THAT EXTENDS TO THE ENTIRE TEAM
2. PROGRAM ALIGNED WITH SMST PHASIC/ANNUAL PLAN
3. LONG TERM ATHLETIC DEVELOPMENT AND INJURY PREVENTION
4. INDIVIDUALIZED DEVELOPMENT PLANS

2020-2021 COMPETITION SCHEDULE

PLEASE GO TO THE "EVENTS CALENDAR" TAB ON OUR WEBSITE FOR A DETAILED LIST OF UPCOMING MEETS

DIRECT ALL MEET SCHEDULE QUESTIONS TO YOUR HEAD PROGRAM COACH:

SENIOR/PRE-SENIOR PROGRAM – TIM MCCORMICK

AGE GROUP/DEVELOPMENTAL – KATHLEEN KINSEY

GROUP MOVE-UPS

HOW DO THEY WORK?

- 3 MOVE-UP PERIODS EACH SWIM YEAR

  (SEPTEMBER, JANUARY, APRIL)

- COACHING STAFF WILL EVALUATE ALL SWIMMERS AND DETERMINE IF THEY ARE READY TO MOVE UP BASED ON THE FOLLOWING FACTORS:
  - AGE
  - SKILL
  - PERFORMANCE
  - MATURITY

- YOU WILL RECEIVE A COMMUNICATION DIRECTLY FROM YOUR PRIMARY GROUP COACH IF YOUR SWIMMER IS READY TO MOVE UP.

PRIVATE COACHING

PRIVATE COACHING CAN HELP, BUT IS IT NECESSARY?

SEE THE COACHES FOR FURTHER DISCUSSION IF YOU ARE INTERESTED IN PRIVATE COACHING FOR YOUR SWIMMER

- **PRIVATE COACHING MYTHS:**
  - IF MY SWIMMER DOESN'T GET LESSONS HE/SHE WON'T BE SUCCESSFUL
  - ONLY KIDS THAT DO LESSONS GET ADEQUATE STROKE WORK
  - MY CHILD WON'T GET INTO COLLEGIATE PROGRAMS
  - PRIVATE COACHING IS BAD AND COACHES ARE GREEDY

ROLES AND EXPECTATIONS

WHAT TO EXPECT FROM COACHES

- **A ROLE MODEL**: HONEST, CONSISTENT, DEPENDABLE, VALUES DRIVEN
- **A TECHNICAL EXPERT:** TEACHING SKILLS. WE ARE A VALUABLE RESOURCE
- **A MOTIVATOR:** MOTIVATION COMES FROM WITHIN…THE COACH CONSTRUCTS A VISION FOR THE ATHLETE OF WHAT IS POSSIBLE.
- **A CARING PERSON:** WE CARE ABOUT THE WHOLE CHILD AND NOT JUST THE ATHLETE.
- **FINAL WORD ON TECHNICAL SWIMMING MATTERS:** OUR ULTIMATE GOAL AS COACHES IS TO MAKE THE ATHLETE INDEPENDENT FROM US. OUR ULTIMATE GOAL AS PARENTS IS THE SAME: **AN INDEPENDENT PERSON**

COACH BOUNDARIES

- YOU CAN EXPECT THAT **EVERYTHING** WE DO WITH OUR ATHLETES WILL BE IN CLEAR VIEW OF OBSERVERS, EVEN IF IT IS A "SWIMMER ONLY" MEETING OR A CLOSED DECK.

OUR COACHES WILL NOT ENGAGE IN:

- BEING ALONE WITH AN ATHLETE 1-ON-1 BEHIND CLOSED DOORS
- DRIVING ATHLETES IN THEIR PERSONAL CARS TO/FROM PRACTICES, MEETS, AND ANY TEAM FUNCTIONS
- ENGAGING WITH ATHLETES THROUGH SOCIAL MEDIA UNLESS TEAM SPONSORED
- TAKING PART IN NON-SWIM TEAM SPONSORED EVENTS WITH ATHLETES

COMPLAINT RESOLUTION

- YOUR GROUP COACH IS ALWAYS THE FIRST PERSON TO CONTACT WITH ANY CONCERNS REGARDING YOUR SWIMMER.

- CONTACT THE HEAD COACH/HEAD PROGRAM COACH IF YOU ARE NOT ABLE TO RESOLVE THE ISSUE AFTER COMMUNICATING WITH THE GROUP COACH, IF APPLICABLE.

- IF SATISFACTORY RESOLUTION HAS NOT OCCURRED AFTER SPEAKING WITH BOTH THE GROUP AND/OR HEAD COACH FIRST, CONTACT A BOARD MEMBER.

CEO/HEAD COACH HOLDS MEETING HOURS DAILY

BY APPOINTMENT.

WHAT COACHES EXPECTS FROM ATHLETES

- ***EXCELLENCE, SPORTSMANSHIP, AND RESPECT.***
- COME TO PRACTICE READY TO WORK HARD.
- **HAVE WELL-DEFINED GOALS**!
- **BE ON TIME!** COMMUNICATE WITH COACHES WHEN OBLIGATIONS CANNOT BE FULFILLED
- CONSIDER OTHERS BEFORE THEY ACT.
- FOLLOW THE DIRECTIONS OF THE COACHING STAFF.
- ABUSIVE AND DESTRUCTIVE BEHAVIOR WILL NOT BE TOLERATED.

WHAT COACHES EXPECT FROM PARENTS

- COME TO US FOR **HELP**, WE ARE THE **PROFESSIONALS**
- ABSORB SOME DEGREE OF **EDUCATION** ABOUT SWIMMING AND THE PROGRAM. **HAVE FUN** AND ENJOY YOUR CHILD'S DEVELOPMENT, IT IS A **LONG PROCESS**.
- **SUPPORT** WHAT WE ARE TRYING TO ACCOMPLISH WITH YOUR CHILD. BELIEVE IN OUR COACHES, THE TEAM, AND YOUR KID!
- KEEP CONCERNS ABOUT **PERFORMANCE RELATED ISSUES** BETWEEN YOURSELF AND THE COACH. **DO NOT COACH** YOUR KID OR IMPOSE **YOUR AMBITIONS** ONTO YOUR CHILD!
- ABUSIVE AND/OR DESTRUCTIVE BEHAVIOR/CONVERSATIONS WILL NOT BE TOLERATED
- THE PARENT HAS THE RIGHT TO EXPECT THAT THEY WILL PROVIDE THE ONGOING VALUE SYSTEM THAT THE CHILD WILL LIVE WITH AS THEY MATURE AND DEVELOP ON THEIR OWN.

  IN IDEAL CIRCUMSTANCES, THE COACHES WILL CONTRIBUTE TO THE DEVELOPMENT OF THIS SYSTEM.
- **VOLUNTEER…HELP YOUR TEAM!**

PARENTS AT PRACTICE

WE WILL CONTINUE TO PROVIDE AN OPEN DECK IN WHICH PARENTS CAN OBSERVE PRACTICE. HOWEVER, IT IS STRONGLY SUGGESTED THAT YOU DO ***ANYTHING*** *ELSE WITH YOUR TIME. GET A GROUP OF PARENTS OUT WALKING OR START YOUR OWN DRYLAND GROUP. YOU CAN ALWAYS CATCH UP ON READING, TOO!*

IF YOU DO HAPPEN TO WATCH PRACTICE, IT IS EXPECTED THAT YOU WILL ADHERE TO THE FOLLOWING:

1. OBSERVE SILENTLY
2. NO VIDEOTAPING.
3. UNLESS OF EMERGENCY, DO NOT ENGAGE IN ANY CONVERSATION WITH YOURS OR OTHER SWIMMERS AT ANY TIME.
4. DO NOT ENGAGE IN CONVERSATION WITH THE COACHING STAFF. THEY ARE WORKING. OFFICE HOURS ARE BY APPOINTMENT IF YOU HAVE SOMETHING TO DISCUSS
5. STAY IN THE PARENTS VIEWING AREA (WHERE IS IT?). PLEASE DO NOT WALK AROUND THE POOL TO GET A BETTER "VIEW" AND/OR SET UP FOLDING CHAIRS ON THE SIDE OF THE DECK. THIS IS OUR WORKSPACE!

PARENTS AT MEETS

- **TRANSPORTATION;** GET THEM THERE ON TIME
- **HEALTHY FOOD AND WATER**
- **TIMING!** ☺ (VOLUNTEER FOR SPOTS!!)
- **SUPPORT YOUR TEAM:** ENCOURAGE, DO NOT INTERFERE WITH ANOTHER SWIMMER'S/FAMILY'S MEET EXPERIENCE
- **SUPPORT YOUR KID**: BE THERE FOR A HUG
- **POSITIVE SUPPORT AND COMMENTS ABOUT RACES ARE OK:**
  - "I COULD TELL YOU REALLY TRIED HARD"
  - "THAT WAS A FUN RACE TO WATCH"
- **ANY OTHER COMMENTS ARE NOT OK:**
  - "YOU COULD HAVE GONE FASTER"
  - "WHY DIDN'T YOU DOLPHIN OFF THE WALL?"

PARENTS MAY NOT ALWAYS KNOW WHAT WE ARE TRYING TO ACCOMPLISH AT MEETS. SKILL DEVELOPMENT DURING MID-SEASON IS OFTEN GIVEN HIGHEST PRIORITY. SOME MEETS ARE ***NOT*** *ABOUT TIMES!*

BOARD OF DIRECTORS

The Sierra Marlins Swim Team is a board operated non-profit organization. It requires dedicated volunteer board members to function. The BOD meets monthly at the following times:

3rd Monday of each month @ 6:00pm currently via zoom(subject to change)

THE SMST BOARD CURRENTLY CONSISTS OF THE FOLLOWING MEMBERS:

- ROBERT COLLINS – CEO/HEAD COACH
- ERNIE DILLARD – PRESIDENT
- KATHY MYERS – DIRECTOR OF OPERATIONS (ACTING TREASURER)
- LAURA CHAVEZ - SECRETARY
- TBD – TREASURER
- SHARON JOHNSON – SAFE SPORT COORDINATOR
- ROBERT GRAY – AT-LARGE MEMBER

THANK YOU!

MARLINS STRONG!!

MARLINS PROUD!!