

**2017 USA Swimming Convention
Dallas, Texas
South Carolina Swimming Participant Reports**

Roy Dessloch – General Chair

Club Coaches Steering Committee Meeting

- World Championships – most medals in history. Coach selection for that meet is based on podium potential and numbers on the team.
- The USOC is all about Olympic results thus spreading out our athletes within the Quad to get as much experience as possible is important to impact those results. Our funding from the USOC is dependent on that. They look at swimming as the #1 sport!
- Winning Relays is our #1 priority at any championship meet. Process for picking members is established by the national team director and the staff at the meet. Lineups are set up by analyzing all the numbers including splits, relay takeoffs, etc.
- OTC usage is strongly encouraged.
- Coach Mentoring Program is available for those who want to access that service.
- 2020 Olympic Trials dates will be June 21-28 or 22-29 (pending NBC) once again in Omaha. Time standards will be out no earlier than the 2018 USAS Convention and may be later. Meet was too large in 2016 and they are looking at those numbers. There are more hotels in Omaha now. Hotels will be made available 15 months out and not sooner.
- Olympic Games will be “flipped” once again (prelims in evening, finals in morning). Event order for Olympics may change based upon the addition of new events, and the meet may be 8 or 9 days.

General Chairs Luncheon

- A new Athlete Leadership camp for 2018 was announced. It will be held in Houston in April (specific date TBA). One athlete and one coach will be fully funded by USA Swimming. One additional athlete can be added if the LSC picks up the transportation cost.
- The LEAP Bright Ideas Contest was promoted. The winning LSC will get \$1000.00.
- Connected with New England Swimming about their incentives program to encourage club, coach, and swimmer participation at the LSC level.
- And lunch was great!

General Chairs Orientation Meeting

There is a handbook on the USAS website with helpful hints along with a plethora of other information. Pictures of the presentation are on the SCHED convention app.

Great Leadership is:

- Care
- Communication
- Character
- Competency
- Courage

Open Water Development Committee Meeting

- Zone Meets are critical to the grass roots development of the sport.
- The Central Zone (WI and IL LSC's) do drop in clinics. Kevin Milak is the contact for these. These clinics breakdown different aspects of open water swimming for the participants. Sign-up for the clinics is via the web.
- Committee is working on simplifying the sanctioning applications and process.
- 2018 Open Water Nationals and Junior Nationals will run together May 11-13 in Tempe, AZ. Meet information should be out in the middle of October. The hope is to separate the two meets by 2020.

- In order to qualify for the National 5K the top three finishers are automatically in. For Juniors the top ten are in.
- Link to all Open Water meets should be posted on the Zone websites.
- USMS participation was brought up. Cost for insurance is now \$5.00 per swimmer up to a maximum of \$1000.00 per meet.

Mighty Mid LSC Reunion Meeting

This was a follow-up from last year's convention meeting. It was nice to report the progress that our LSC has made since the upheaval from April 2016. I was able to highlight our Task Force; improvements in our Governance; pending Office update; hiring our SPD; the success of our Age Group, Officials, and Finance Committees; and the creation of 5-year budget runs. Couple of good ideas from this meeting were:

- Sierra Nevada – hosts a leadership camp that is very effective
- San Diego Imperial – has a Parent Handbook that they only distribute as a hard copy at educational opportunities, primarily at meets.

Board Orientation Meeting

This is an area of weakness in our LSC and I wanted to bring back information we could use in SCS. Benefits of doing these kinds of things include:

- Helps new members find their way.
- Gives current board members a refresher and allows them to hit the reset button.

Board manuals help with continuity and information.

- Gives responsibilities and policies.
- Samples table of contents on the SCHED convention app.

Ideas that we may need/want to implement include:

- Have a BoD meeting immediately after the spring HoD for orientation for new board members while old members are still around.
- Create a Conflict of Interest Policy
- Create a Whistleblower Policy

Laying Foundations and Building Bridges

- The LSC survey summary was discussed.
- The LEAP Library – Structural Excellence was also emphasized. Some of the material there on the USA Swimming website includes:
 - Sample Job Descriptions
 - Sample Employee Handbooks
 - Sample Employee Evaluations

Athlete Empowerment Meeting

This is always a great opportunity to interact with athletes and get good ideas to engage them in meaningful ways. Christian and Luke were great in this meeting.

- Athlete Participation – using retreats as a way to engage. Personal contact to coaches to find athletes that are good LSC leadership candidates.
- San Diego Imperial LSC has a leadership guidebook and other documents that help in this area.
- Intentional Mentorship – make sure the athletes are being engaged in a meaningful and substantive way continually.
- Go outside your LSC BoD for ideas and feedback.
- Checklist for Non-Athletes
 - Support with Intention
 - Athletes a Priority?

Southern Zone Meeting

Meet dates and sites for 2019:

- Age Group Zones July 30-August 3 at the Triangle Aquatic Center, Cary NC
- Senior Zones July 30-August 3 at Tupelo Aquatic Center, Tupelo, MS
- Open Water Zones mid-April through mid-May (TBA) at Miromar Lakes, Fort Myers, FL

- The Southern Zone Board of Review has been very busy with cases from across the Zone primarily dealing with illegal recruiting. These are being taken very seriously. One coach found guilty was giving a three year ban. SCS is responsible for providing one coach, one athlete, and one non-athlete (official) to be able to serve on the panel. Roy will be appointing these.
- John Roy from NCS was elected to another two year term as coach rep director. Sid Cassidy from FGC was elected Senior Chair.

Thank you for the opportunity to attend and serve. It is an honor to represent South Carolina Swimming!

Cathy Sheafor – Age Group Chair

1. TeamUnify Updates -- This session shared information about the upcoming changes to MainSet that will enable a livefeed on the website (SC LSC has it already because Chris Wolford got us in as a beta tester). Also, deckpass and teamunify will be consolidated so that teamunify users can access all deckpass information through teamunify and the ondeck app. They said the big announcement and roll out will come in a few weeks. **I feel like Chris has already planned to share this at Coaches clinic in October.**
2. Swimmer's Edge Yoga -- Great swimmer specific yoga class. **It may be neat to use this in one of our camps.**
3. Beth Winkowski (Dynamo) and Chad Rehkamp (Northern Kentucky Clippers) -- This session focused on describing programs that bring other youth swimmers into the fold. Dynamo has a program called Dynamo Juniors that provides swim practice 2 x week for swimmers not wishing to compete or train more rigorously. This program is geared toward swimmers ages 8-14. This is a revenue opportunity for teams and in turn the LSC. Chad spoke more about the structure of his program and how it allows for slow growth and varying levels of participation and commitment. **Teams may be interested in examining their team structures.**
4. Sports Medicine (Concussion) -- This session provided swimmer specific guidelines for transition back to sport and **I am in the middle of consolidating the info into a 20 min presentation/slideshow for coaches in our LSC.**
5. Tech Suits -- This session was great and full of debate. I believe there is general consensus at the national level that tech suits should be prohibited at the 10/u age group and **I propose that our Age Group Committee undertake discussion of this issue with the goal of making a recommendation to the House by the spring meeting.**
6. Southern Zone -- we were all there:)
7. Coaches Meeting -- Good discussion here about the recommended governance changes as well as discussion of other coaching issues.
8. Open Water Swimming -- **Great discussion of drills to use in the pool to introduce, promote and prepare open water swimming with youth. I am happy to share this information with our LSC coaches if desired.**
9. Mind/Body Connection -- Open forum and Q/A format with Allison Schmitt about mental health and swimming. Good. **Just reiterated for me the importance of providing our LSC coaches with education in this area.**

Vicki Dent – Treasurer

1. First Rodeo? ConvEd First Timers Corral - This was an overview of how to navigate all the workshops and presentations offered at Convention. Helpful, but not specific.
2. Sneak Peek - Deck Pass on TeamUnify - Cathy already summarized this.
3. Roundtable LSC Registration/Membership Coordinators - Reinforced the value of TechSoup discounts on various products our LSC can use (discounted Quickbooks subscriptions, Office Word, Adobe). Chris already working to establish an account with them. Learned all LSCs handle their registration process differently. Many process registrations and bill the clubs. Don't think this is an appropriate direction for our LSC. Financial Recon of Registrations. Something we may want to consider - running monthly registration reports to match against our monthly QB data to ensure accuracy.
4. LSC Finances: Understanding the LEAP Requirement - a reiteration of June's workshop covering the Leap 1, 2 and 3 financial requirements. Provided clarification between Internal Audit and Financial Assessment Program (they are one in the same) and External Financial Reviews vs. Audits. Will send out workshop detail to Finance Committee. An external audit, as agreed upon by the Finance Committee, will fulfill our Leap 2 or 3 requirements as it supersedes all other reviews. The Financial Assessment Program should be constructive and non-critical. Its purpose is to protect assets and review the LSC's financial management policies.
5. Robert's Rules of Order - a review of the parliamentary process for HOD/HOD meetings.
6. Southern Zones - we were all there.
7. Club & LSC Financial Management - a reiteration of June's workshop covering Tax Form 990 and its various schedules, 1099s and W-2s. Deadline penalties are increasing. We should be keeping minutes of all committee meetings. Clarification was provided: The Group Exemption posted on the USA Swimming website can be accepted in lieu of a 501(c)(1) determination letter. Accountable Expense Reimbursement Plan good to have so members/employees know exactly what will or will not be reimbursed.
8. Layering Foundations & Building Bridges - reviewed the employee search and hiring process. Emphasized the importance of clearly defining and prioritizing job duties and expectations. Reviewed the elements necessary to a Job Description: Title, Job Summary, Task and Responsibilities, Qualifications, Supervision, Working Conditions/Hours, Salary & Benefits. What % of operating budget should go to employee(s) salary. This workshop presentation can be viewed on: <http://tinyurl.com/lsc-borad-staff-resources>

Christian Jann – Senior Athlete Rep

1. As always, convention didn't disappoint. Even though I had been twice before this year, I always come out having learned something new. The convention is always super informative and as an athlete it's always fun learning what other athlete's do to make their LSC's greater.
2. In our first meeting on Wednesday afternoon, we learned about USADA (United States Anti Doping Agency). I had learned about the agency before but this time they approached the matter at a different angle. I always find USADA's talks very informative and learn a lot about how they make sure our sport is made equally fair across the board. There were many different hand outs on the topic and that made it easy to follow.
3. Thursday morning was the athlete community service project. This year all the athlete's traveled to Louisville to help teach 2nd graders how to swim. In my opinion, this was one of my favorite parts of the week. Getting the opportunity to help kids learn how to swim was such a blessing considering childhood drowning is so common nowadays. It felt so good to give back to the sport that has given me so much in

the past years. I'm so thankful that the USA Swimming Foundation gave us this amazing opportunity to help those kids swim.

4. The Thursday morning meeting was a long one that consisted of two main topics: The talk on committees and how each one works, and the Robert's Rules talk which everyone always looks forward to. The talk on committees is always very helpful for athlete's that are looking to serve at the national level. We were to go around and talk with a couple of the committee athlete's and learn what a couple of the committees did. A couple of the committees I was fortunate enough to talk to were the National Board of Review, the Times and Recognition Committee, and the Rules and Regulations Committee. Even though it was a lot of information in a short amount of time, I enjoyed it and it was very helpful. The Robert's Rules talk is always one I find very interesting and will never forget, even though it can be pretty confusing. The A-B-C's of Parliamentary Procedure in my opinion has always been just how not to look or sound like a complete idiot when talking at HoD or any other big meeting. But this year it finally came full circle to me and I now realize it's much more than that. It is how to run a meeting in the proper way and how to conduct business properly. As I said earlier, I always come away learning something new at convention and this was a great example of that.

5. Friday morning mainly consisted of the Safe Sport talk and we also got to hear a couple LSC success stories.

Safe Sport is a very important topic that I think isn't stressed enough in clubs around the country today. That is why I find it important to make sure all clubs know how to implement it into their clubs. I am going to talk with Dean to see if we can get a Safe Sport Presentation at our Athlete Retreat next spring. The LSC success stories were very interesting to hear and gave me the urge to strive to make this the best year yet for SC Swimming. I will be working as hard as I can this year to make sure we are ready for the coming years.

6. The Athlete Leadership Panel was my favorite meeting of the week. In the meeting we got to hear from athlete's from different places around the country and different things they had come up with to help make their LSC's function better and get more athlete participation. Because of this meeting I have some new ideas that I plan on talking about at the BoD meeting next month.

This year's convention in my book was a success. This being my final year on the board as an athlete, I plan on trying my best to lead by example and make this LSC greater.

Luke Griner – Junior Athlete Rep

I am just going to add on to Christian's comment on the athlete panel since I was with him the whole time. Our LSC needs to revive our Athletes' Committee. By doing this, we can create athlete camps and teach athletes what being an athlete representative means.

Stanley McIntosh – Diversity and Inclusion

Tuesday, September 12, 2017 D& I Chair 101

The session provided Diversity Chair the fundamental basics and resources available to succeed in our position. Resources, USA Swimming staff, USA Swimming website, LSC D&I Chairs, Zone Camps and Summits. Educating BOD and HOD on Outreach program in your LSC. LSC website diversity page used to inform, LSC schedule events, and highlighting diverse athletes in your LSC. Attend BOD meetings

Club Diversity Stamp of Approval aka Project DIVE IN

“By creating a solid and meaningful plan, this can become a solid and meaningful plan and a lasting legacy of the D & I Committee”

Wednesday, September 13, 2017 “Breaking Down Barriers

Fund Raiser- Grant writing for learn to swim classes for minority children, create learn to swim classes, host diversity approval swim meet to draw minority in USA Swimming
Southern Zone D& I Chairs, discuss zone camp, LSC camp, next step overnight LSC Diversity Select Camp. South Carolina placing a bid to host 2019 Southern Zone Diversity Select Camp.

Thursday, September 14, 2017, Business Meeting

LSC Outreach membership using more than one criteria to qualify for Outreach

Club Diversity Stamp of Approval aka Project DIVE IN

- “By creating a solid and meaningful plan a lasting legacy of the D & I Committee” **Purpose from a club perspective:** to increase appeal and drawing power – especially in a diverse area or an area with multiple club options. In a contest between Club A with the D&I seal and Club B without, more families would gravitate towards Club A. Stamp could be very useful for an up-and-coming club or a newer one competing with an established base.
- **Goal for everyone:** for entire club to learn about and put into practice the “concept of diversity” and respect. Hope is that this will not be just tolerance but rather a joyful welcome. To build a safe, positive, nurturing environment that recognizes and rejoices in individual differences (race, ethnicity, gender, sexual orientation, socio-economic status, physical abilities, religion, political beliefs, etc). Utilize the concept of TEAM-together everyone achieves more.
- Can add/use some of the specific focused diversity criteria (rewritten for clubs rather than LSCs) proposed and approved for the LEAP program in the qualifications.
- Use of Deck Pass technology with any swimmer components of qualifications. Design and award “patches” based on actions/activities of swimmers or with a D & I theme. Could possibly bring more athletes into Deck Pass program and can track participation by club.
- Four components to qualify for Stamp Levels: Athlete, Coach, Board/Team Owners and Family.
- The D & I Seal of Approval should encourage and address cultural sensitivity, LGBTQ education, social media awareness and anti-bullying / safe sport concerns. The level of each will vary by degree of award and depending on targeted group for each level (athlete, coach, board/owners).
- Hire or create a diverse coaching staff.
- Host a diverse developmental one day swim meet each season (SC and LC) and have it sanctioned (USA Swim times valid) and approved (non-USA swimmer participation).
- Recruit diverse swimmers for seasonal USA Swimming memberships during the spring/summer.
- Recruit diverse parents to be USA Swimming officials.
- Creation of employment opportunities for swimmers aged 15 & Over with lifeguarding training or coaching, helpers, and assistance.

Diversity Spot Light

Diversity Panel: D&I Outside the Industry

Sigma Gamma Rho Sorority discuss creating partnership with LSC’s learn to swim program. Talked With the D&I board and members about diversity in work place, classroom, business and The ability to communicate.

Dean Graves – Safe Sport Chair

WEDNESDAY

FIRST RODEO? CONVED FIRST TIMERS CORRAL

As this was my first time attending this conference, I thought I would attend to learn some in’s and out’s of the convention. What we learned were things about the convention scheduling application which I had began using before this workshop. There was also an ice-breaker game, where each table became a team.

RULES & REGULATIONS COMMITTEE

This was the first of three R&R workshops that I attended. Perhaps the greatest eyeopener of the convention was the wisdom, engagement and contribution by the athlete reps, and the division between the two factions — for and against the proposals. On this day, proposed changes to board structure, rules and nominating procedures were addressed, debated and proposed edits were made. Very interesting to see how USA Swimming is governed.

SAFE SPORT AT MEETS

For those unfamiliar with Safe Sport, this was a good introductory session as to the purpose of Safe Sport within USA Swimming. If you were familiar with Safe Sport, this session was a rerun.

US AQUATIC SPORTS WELCOME RECEPTION

This was a meet and greet session. As a few of us from the SCS contingent went out for dinner, I got to the reception after many of USAS attendees had come and gone. I did have an opportunity to catch up with officials from the Illinois, Ohio and Maine delegations.

THURSDAY

OFFICIALS COMMITTEE MEETING WORKSHOP

This workshop gave insight to the work done the Officials Committee. Business of the committee was conducted, new rule changes were explained and officials were given the opportunity to ask questions for clarification. This was an excellent sessions to deepen ones knowledge the wet-side rules.

RULES & REGULATIONS COMMITTEE

This session was all about crafting and compromise. The divisions between those for change and those for status quo were just as obvious as the day before. In the 24 hours since the previous meeting, the R&R committee had met, measured their options and offered refinement to the issues addressed the day before. Further debate ensued, further changes were requested, and little progress seemed to have been made.

UNDERSTANDING MALE SURVIVORS OF SEXUAL ABUSE

This workshop was a dud. The title could not have been more deceiving. This was a workshop with an PC agenda intended bent on psycho-analyzing the attendees. I thought I was signing up for a workshop with more substance.

NAVIGATING THE COACH/OFFICIAL RELATIONSHIP

This was an interesting panel approach to a workshop. Three coaches and three officials. Situations were presented to both coaches and officials to gain their respective perspectives. The officials were ask to present what may run through the mind of a Deck Ref when vetting the official that made a call. Coaches were ask to unpack their thinking when challenging a call. One coach in a brutally honest moment gave a very disappointing response. She challenges every call EVEN when she knows it was the correct call.

SOUTHERN ZONE

This was a business meeting where the SC contingent attended together. A open positions were voted on and filled. Issues were brought to the floor, addressed and brought to resolution. Zone meet locations were determined. Each LSC caucused for what they felt best.

FRIDAY

BURNING ISSUES FOR OFFICIALS

This was a very good session where officials could openly speak from the floor. Jim Holcomb (USAS Official's Chair) spoke passionately about issues important to him and the organization. Jim also presented his now famous list of "officiating myths." This was an educational forum and well worth the time spent

OPEN WATER SWIMMING SEMINAR

I am not a coach, and this workshop was for coaches. I listened, learned and found the session interesting and collected instructional documents that I will share with anyone who is interested. This workshop was all about training swimmers for open water competition while only having a pool for training. The concepts were novel to me, but may be old hat for our coaches

NATIONAL BOARD OF REVIEW COMMITTEE TRAINING AND UPDATE

We are all familiar with coaches, swimmers and officials who have been reprimanded, suspended or banned for life. The Board of Review Committee where these decisions are made. Learning about the process from the committee chair and the general counsel for USA Swimming was invaluable.

TOWN HALL MEETING WITH CEO/PRESIDENT & CHAIRMAN OF THE BOARD

This was an open forum where the floor had the opportunity to address top management of USA Swimming about any issue facing an LCS, meet rule, governance rule, etc.

HOUSE OF DELEGATES

This session of the House of Delegates was all about awards and recognition for those who have risen above the call and taken volunteerism to another level. We saw several officials awarded lifetime memberships for their years of service. This was a fun night to be had before the fireworks which were sure to follow the next day.

SATURDAY

HOUSE OF DELEGATES

The anticipated tension that had been brewing all week was on orderly display as partisans from both sides made impassioned arguments for their positions. The debate was allowed to drag on a bit too long, but each side made persuasive argument. In the end, the primary sticking point was a difference of opinion with regard to the proposed change to the board structure. On one side was those in favor of continuing the board as is. The other side was looking to streamline the board by reducing its numbers, and streamlining the board to be more nimble and flexible. The current board had evolved to 35 members and had become sluggish and cumbersome. Many also thought the nominating process had become more of a popularity contest than a vote for the most qualified. After considerable debate, and parliamentary procedures, votes were held, and the changes recommended by the board were accepted.

AQUATICS AWARDS BANQUET

This was the finale of the week. Good dinner, good fun, good friends. For the second year running the LSC's from NC and SC shared tables. Each national governing body in attendance made presentations and awards on behalf of their organization: Synchronized Swimming, Water Polo, Diving, Masters and USA Swimming. Caeleb Dressel was selected USA Swimming's Swimmer of the year.

Karen Alexander – Sanctions/Registrations Chair **Registration/Membership Committee Business Meeting**

2018 FORMS AND CARDS Coach membership cards will no longer print with a different color background each year. Beginning with the 2018 membership year (9/1/17), USA Swimming will no longer provide membership card stock to LSCs. Card templates and vendor contact information will be made available to LSCs that want to print cards at their *own expense*.

UPDATE ON MEMBER DATA VALIDATION PROJECT

Diagrams and flow charts with a prototype was shared in the Registration Workshop Technology Updates. February 2018 is the current target date for a roll-out (November 2017 was original target date). A 7 year work in progress!

Roundtable LSC Registration/Membership Coordinators

*Membership in an electronic world

Introduction to "Member Data Validation Project" (discussed in detail later on)

*Meet Recons/Club Registration

Found a most interesting tool that LSC/clubs may or may not wish to use: "club reconciliation"

Instead of doing a registration check by way of a meet recon, registrar can run a complete club recon - TU or Team Manager! This would be a most helpful tool to correct ID errors where interaction is **directly** with the club instead of it going from meet database to registrar then back to club database.

Something we should strongly consider.

*Reports & Custom Reports in SWIMS

Detailed session on how to create a PivotTable and work with Google Analytics - both way above my head. Probably something Chris knows about and presently uses.

Also discussed setting up club form where HOD delegates are declared and who on club declares the delegates? Stressed the importance of knowing WHO are our voting members.

*SWIMS Holding Tank

Presently the registration holding tank in SWIMS does not allow a registrar to click that birthdate/name was confirmed by a birth certificate so the suggestion was made to add a BC box that can be clicked while in the holding tank. Otherwise, registrar must close out the holding tank and open a different file to confirm.

Scholastic All America Subcommittee (Times & Recognition)

*In 2016-2017:

1158 successful applicants, 555 girls and 603 boys

Open Water 2 and Disability 7

Rejected 37(GPA)

Incomplete 48(29 w/no time quals)

4.0 804, 409 girls and 395 boys

Southern Zone with the most - 364 (172 girls and 192 boys)

Top LSC NC 82 and club Swim MAC Carolina 35

4 LSC's with no SAA athletes - BD (Border Swimming), SD, WV, WY

Times & Recognition rep brought up that Winter Jr National qualifying times will get tougher so he asked that the committee consider adding freshman as SAA has been limited to sophomore to senior grades only- committee asked athletes for input, athletes supported the addition so freshman will now be in consideration for SAA.

Committee agreed to add Arts - Visual and Performing as academic courses and grades will be considered for determining GPA after a thorough look at the course/curriculum by "elevator"

Non-academic- band, choir, health, driver ed, PE, and any other class marked non-academic on a transcript

Disability results and Open Water results will be considered if meet results are verified.

LSC Board Orientation

Orientation is usually an after thought but every board member has a right to learn what they are getting into ahead of time

Every board has a culture and every new board member needs an introduction to this culture. Orientation is a chance to speed up the learning curve of new members and get them quickly engaged in the board's activities.

At the LSC level ***BY-LAWS RULE*** Very important that the by-laws are kept up to date including board handbooks

The importance of Consent Agenda and Robert's Rule of Order was discussed. I was surprised that few LSC's actually use consent agenda.

My pick of effective tools:

Discuss team work. Boards are teams, and only as a body can the board make decisions.

Give homework. Orientation is just beginning; show board members how they can build on what they just learned

~~JUMP START & RESTART and KEEP IT GOING

Registration Workshop Technology Updates

* Member Data Validation Project

Interface to Holding Tank (registration) in SWIMS is on process of being changed. Tentative start date for online registration is February 2018. Athletes only now then later non athletes.

Cubs send SDIF file to registration queue - registrar is notified - errors fixed - corrections are automatically sent back to club - then file is entered into SWIMS for validation. The question is- who is responsible for making corrections? Registrar or club?

*APT

Library of courses will be offered - pick one particular to your role in USA Swimming

Safe Sport 101 will be required then have option to pick the second course to fulfill APT requirement.

Mind/Body Connection: Let's Talk About Mental Health

*Athletes tend to develop self worth based on performance

When an athlete is injured do not send them to the locker room as this increases negative feelings. Keep them involved while practice continues

Use open ended questions when asking, "How did your day go?"

Focus on the process not the finish

HOD

*FLEX Membership

Participate in 2 meets a year - question is, who and how will this stipulation be monitored?

*Junior Coach

16-17 year old ideally, current or former competitive swimmers, meet all requirements of being a coach member except the background check. At their 18th birthday, a Junior Coach would have 30 days to complete the background check