

<b>Committee Name:</b>	Coaches Committee	<b>Session#:</b>	<b>Report #:</b>
<b>Committee Chair:</b>	Ken Brisbin	<b>Vice Chair:</b>	Chris McPherson
<b>Minutes recorded by:</b>	Molly Hoover	<b>Date/time of meeting:</b>	May 8,2023 5pm PST

## Roll Call

<b>Number of committee members present:</b> 16	<b>Absent:</b> 2	<b># of other delegates present:</b> 3
<b>Committee members present (list all, including chair and vice chair):</b> Ken Brisbin (Chair), Bill Brenner, Chris Campbell (VP), BJ Graham, Michael Hamm, Molly Hoover, Laurie Hug, Susan Ingraham, Cokie Lepinski, Jacky Merianos, Carol Nip, Aaron Schneider, Trey Taylor, Tim Waud, Celia Wolff, Wilson Josephson		
<b>Not present:</b> Chris McPherson (Vice Chair), Steve Hall		
<b>Others present:</b> Nadine Day, Elise Shank, Scott Bay		

## Minutes

The meeting was called to order at 5:02pm Pacific Standard Time

### 1. Welcome!

### 2. Committee Reports -

- a. Web Workouts (Molly): Nothing new to report. Everything is running as usual.
- b. Worlds Coaching (Tim): Waiting on contract to be returned from Chad. Everything is going well overall, Chad is posting a lot of info about the event on Social Media. We are also waiting on info for the Qatar meet. **Amended** 5-11-23 - Contract has been signed and returned by Chad. Chad had a meet and greet at Nationals for those considering competing at the World Championship event in Japan
- c. NCC - (Trey): Nothing new
- d. Awards (Laurie)- : Nothing to report since no nominations are in yet. She is working on updating the latest Kerry O'Brien awards from last year.
- e. Education - (Bill/Chris M): There is one more class before summer in Ventura the weekend of May 20-21. It will be a Level 2/3 and clinic courses. A lot of registrations from that general area have come in. Bill spoke to people in Irvine and they were very excited to have an opportunity further north in the state. There are also some things set up for the fall, but nothing in June, July or August.
- f. Level 4 Applications (Tim): Tim reached out to the sub-committee and they plan to meet tomorrow night and get things going. Bill said there has not been anyone registered so far.
- g. Communication (Molly Hoover): Nothing new to report.
- h. Mentoring (Chris M/Bill): The website has been updated so a mentee can ask for help anytime. It will send a form to Chris and issues can be addressed right away. Chris is planning to work with Dawson on moving things forward.

- i. On Deck Coaching – (Michael/Celia): Thanks to all those who volunteered in this way in Irvine, and many thanks Celia for her work on this.
  - i. Celia felt that what worked best was sending an email out the night before and assigning people to which pool and any other details coaches may need to know who are signed up.
  - ii. Both felt that a coach by the warm up lanes, especially since there was no block, was pointless. The warm up pool should be a secondary focus.
  - iii. We want to be careful not to overextend our coaches who are volunteering.
- j. Long Distance (Michael): 2023 is scheduled and most of 2024 is scheduled. 5k Open Water championship in Minnesota is being planned. The long distance committee is still working with the legality of certain swim suits.
- k. Peer to Peer – (Trey): Tried to get everyone together but it didn't work out. Will plan to get everyone together soon to talk about ideas for the next peer to peer. Trey will send something tomorrow to find time to meet.

If you have ideas for topics, feel free to reach out to Trey regardless if you are on the sub-committee.

- l. Coaches Community Forums – (Susan): She hasn't posted in a couple weeks, but others have been posting. Susan appreciates that others are logging on and giving different perspectives and ideas. Shout out to BJ and Sue being recognized for Coach appreciation week and being gifted something from USMS.
- m. Diversity – (Wilson): The committee has taken some time to reevaluate priorities for the upcoming year. They are planning to push having a DEI role represented in each of the 51 LMSCs. So far, there are 7. If you, or people you know, would be interested in developing that kind of role, reach out to Wilson.

From Nadine Ford:

- Ranked the 6 goals made in the march meeting:
  - 1) Establish D&I coordinator/chair role in all 51 LMSCs
  - 2) Upgrade the USMS registration database to accurately track membership ethnicity and human challenges.
  - 3) Work with USA Swimming to identify clubs that have a majority non-white base and establish USMS clubs alongside them.
  - 4) Enable and assist growth of swimming programs at HBCU
  - 5) Expand and revise the USMS log out to be more reflect the organization's core value of inclusivity
  - 6) Create heritage themed meets across the nation.

Work on number 1 is currently underway. The committee is defining diversity to include all aspects of human life that would make someone not feel included into the mainstream population ( of the group). In USMS, age, economics, rural vs. urban location, and ability are as big a factor as the other main genres (race, religion, gender, etc).

Each D&I chair will look at the nuances of their area to define the needed inclusion factors. The selling points are to increase numbers of members and reduction in conflicts. The final plan is hoped for a Fall 2023 conclusion.

- Code of conduct seminar highlights:

Code of conducts are needed to set values, rules, standards and principles outlining expectations and behavior. The code is used to address issues of impropriety before it happens and create a safe and respectful environment for all.

An ask is out on the development of a PowerPoint presentation.

- n. ALTS - (Michael): Pacific is hosting an ALTS training in Fresno in May and there are some openings still available. There is also possibly scholarship money available for this.
  
3. **Old Business** - The survey was sent out and received 30 responses out of 49. A last reminder was sent yesterday. We will reach out to those who still haven't responded after a couple of days. Data will be compiled and calls will be set up to reach out to these chairs.
4. **New Business** -
  
5. **Final Roll Call**  
The meeting was adjourned at 5:30pm Pacific Standard Time.