Club Opportunities
Session Date: Mar 5, 2022
Presenter(s): Ian King and Steve Hall
Description: Real Life Club Challenge Case Studies - Workshop attendees will encounter a real life issue (coach compensation, problem members, revenue and facility challenges, etc) and work through how to best resolve each issue.

Key Points:
- Loss of a coach (get full situation description from Powerpoint slides)
  - Contact local LMSC to assist with a possible search
  - Use USMS job board
  - Work with the membership in what they want in a coach to eventually create a mission statement that the new coach would follow
  - Interim coach to assist with the transition and to protect the culture of the club
  - Rotate members as a coach in the time period.
  - Suggested a possible survey to membership on topics of the time (**template**) and how it is communicated

- Budgetary Concerns
  - Find additional fiscal resources such as swim-a-thon
  - Find additional volunteer/small stipend coach to assist with membership issue and growth
  - Possible partnership with a local health club to expand pool options
  - **Insurance coverage** became a large hot topic

- Harassment claims
  - Grievance policy or does the local Code of Conduct come into play
  - Coach and/or representative would talk/listen to both parties involved in the situation to get the entire situation and not ignore the situation
  - Does this need to be elevated to the next level and will the local LMSC get involved. Not all LMSC's will get involved with local issues.
  - Needs to handled at the local level and resolution presented quickly or local authorities involved if needed immediately

- Pool Closure
  - Open up your practices to other clubs for sharing and bring your coach and share workouts
  - Develop partnerships and not being exclusive
  - Reach out to Bill Brenner at USMS for assistance with working with facilities to open back-up
  - Open water swimming as an option

Summary: Take these situations back to your local club to check on adequate coverage of a situation like the above challenges.