



## 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.*

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# Case Study Topics

- Loss of a coach
- Pool closures
- Budgetary concerns
- Harassment claims



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# Loss of a coach

Program X's longtime coach is retiring after nearly 20 years of coaching their master's club. There has been a search committee formed within the board of directors of the program after there being concerned the culture of the club would be lost with the coach's departure. What should be the next steps?



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# Pool closures

For several years Program B has operated out of a world renown university. Due to the COVID-19 pandemic, the university is no longer allowing outside community programming to use their facilities. With the spring and summer being right around the corner, what are some things Program B could do to begin once again offering organized workouts to its members?



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# Budgetary concerns

Program Z has been swimming out of the same health club since 2013. The health club has recently reopened under new owners and are now raising lane rental fees which now has the board of directors worried about meeting their budget. What are some steps that Program Z can do to alleviate budgetary concerns without raising program dues? How do we combat resistance to the following obstacles?

- Coach wants to swim and not grow the program
- Members don't want more swimmers in their lane
- Coach is only part time and unavailable to coach more hours



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# Harassment claims

*“Swimmer M” is relatively new to the workout group. During their second week in the program, they had an unfavorable interaction with another member of the swim team. Both swimmers are USMS registered members. “Swimming M” has been vocal about their experience in the workout group and has reached out the head coach. Keeping in mind that this is a sensitive topic, what should the next steps be?*



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# Questions?



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