

**Florida Gold Coast
Board of Directors Meeting
January 22, 2019 @ St. Andrews
Boca Raton**

I. Call to Order- Jim McCombs called meeting to order 7:17pm

II. Roll Call/Excused Absences

| | | |
|------------------------|--------------------------|-----------------|
| Chair- | Jim McCombs-P | Guests |
| Vice-Chair- | Alf Aguirre-Ex | Christi Wathan |
| Senior. Chair- | Sid Cassidy-P | Melanie Andrews |
| Age Gr Chair- | Jennifer Gibson-Ex | Stephanie Karb |
| Coaches Rep (PB)(1yr) | Gordon Andrews-P | Brooke Tomsula |
| Coaches Rep (B)(2yr) | Terrell Woods-P | Dan Casey |
| Coaches Rep (D)(2yr) | John Turnipseed-P | Quinn Cassidy |
| Treasurer- | Richard Cavanah-P | Ramon Walton |
| Secretary- | Lori Bosco-P | |
| Official Chair | Steve Goldman-P | |
| Finance Chair | Kathleen Klein-Prindle-P | |
| Operation Risk Chair | Eddie Wolling-P | |
| Safe Sport Coordinator | Mike Averett-P | |
| Athlete Rep Sr. Rep | Cameron Anderson-P | |
| Athlete Rep (D) | | |
| Athlete Rep (B) | | |
| Athlete Rep (PB) | Hanna Trieschmann-P | |
| At-Large-(1yr) | Christopher Anderson-P | |
| At-Large-(2yr) | Bruno Darzi-P | |
| At-Large-(1yr) | Danny Palmiotto-P | |
| At-Large-(2yr) | David Hammond-Ex | |
| Chair Advisor | Allan Williams-P | |

(Technical planning committee members: Vice-Chair –Alf Aguirre, Senior Chair- Sid Cassidy, Age Gr Chair Jennifer Gibson, Coaches Reps: Gordon Andrews, Terrell Woods, John Turnipseed, Official Chair Steve Goldman, Athlete Reps: Cameron Anderson and Hanna Trieschmann)

(Executive Board: General Chair-Jim McCombs, Administrative Vice-Chair-Alf Aguirre, Senior Chair-Sid Cassidy, Age Group Vice Chair-Jennifer Gibson Finance Vice Chair-Kathleen Klein-Prindle, Two Athlete Reps-Cameron Anderson and Hanna Trieschmann, and Coach Rep-Gordon Andrews)

Motion: To approve board member absences of Alf Aguirre, Jennifer Gibson, David Hammond. Steve Goldman. **Second.** Lori Bosco. **Passed.** No Opposed.

III. Approval of minutes- November 27, 2018 meeting minutes.

Motion: *To approve November 27, 2018 meeting minutes.* Steve Goldman **Second** Richard Cavanah **Passed.** *No Opposed.*

IV. Officers Reports

A. General Chair **Jim McCombs**

1. 2019 Leadership Summit-April 24-28, 2019
2. 2019 Zone Workshop-May 9-11, 2019-Dever, CO
3. 2019 Spring Senior Champs will be OME
4. Security for BB Champs* & B-C Champs

*BB Championships in North and South already have security paid by FGC

Motion: *To pay for Security at all three B-C Champ meets.* Bruno Darzi. **Second.** Sid Cassidy. **Passed.** *No Opposed.*

5. Phillips 66 Award- if interested need to have in by April

B. Vice Chair **Alf Aguirre** (Technical Planning)

1. No Report

C. Athletes Cameron Anderson (Sr) and Hanna Trieschmann

1. No report

D. Coaches Gordon Andrews (SR)/John Turnipseed (JR)/Terrell Woods

1. No report

E. Senior **Sid Cassidy**

1. No report

F. Age Group **Jennifer Gibson**

(Bruno Darzi reported for Jennifer)

1. Meet Announcements for New FGC Champs Meet Series-creating a stepping stone from entry level to B-C Champs to BB- Area Champs--looking at Medals and making it a great meet.
2. Update on FGC Vs FL All Star Meet
3. Update on Southern Zone Meet-Ft Myers

4. Southern Zone Open Water-working on transportation. Application on web
5. Update on Zone Meet LC

G. Registration **Richard Cavanah**

1. How to deal with Unattached swimmers on a team that is not affiliated with the FGC: to be implemented into Rules/Regulations.

FGC Swim Meets. Good morning swim meet host. As more and more swimmers seem to be appearing as "unaffiliated" / Unattached swimmers requesting to enter swim meets here is how you should handle these swimmers until further notice.

- Individuals not registered with any teams must enter via email with in line text (host will charge additional fees for these read below) or own the license for their own computer program to create entry files. Host teams can still and should still accept UNA swimmers with teams that are listed as USA-S members.
- Individual swimmers that are not registered with any recognized swim teams can NOT send a single email with multiple swimmers to be entered into the meet by the meet manager unless they are direct family members. Host teams should only accept an entry with one swimmer per email.
- Swim meet host shall recoup additional fees to additional worked caused by unregistered teams, the meet host may charge a "manual entry fee" to the already established fee structure until the FGC accepts changes to the current rules about swim meet fees. **The "manual entry fee shall be a minimum of double the surcharge and double the individual event entry fee.**
- For the Area Championship meets - these swimmers that are choosing to be unattached must attend the Area Championship hosted by the team that is providing the Area Championship meet for that county (example Dade + Monroe = Area 3 host Team is SOFLO)
- Swim meet host will be responsible for payments from these individual swimmers that are not registered with any recognized swim teams.
- If for some reason an unregistered team slips past you when you host a swim meet, the Registration Chair will contact you and inform you to delete that team's entry and to contact the said team and explain to them the correct entry procedure. At that point in time it will probably be late enough that the said team may have to deck enter to get in the meet.

Example on meet information: (Bruno) Non-registered or nonexistent teams must submit entries for swim meets by email with the information about the athletes (date of birth, name, USA-S ID#, events and entry times). The entries are considered deck entries since they have to be entered manually and they will be charged accordingly, which currently is double the stated amount in the meet announcement.

2. Meet information on BB and B-C Championships states that meets are only open to FGC registered teams. All Championship meets are "Closed Invites". – ONLY open to any swimmer registered on a team or affiliated with

a team in order to compete.

H. Treasurer **Richard Cavanah**

1. No report

I. Officials **Steve Goldman**

1. Officials need to take care of their requirements to officiate-191 Officials in 2018, only 140 for 2019. Please encourage your officials to send in registration
2. The use of the USA Swimming logo must be approved-form on the web.
3. Reminder this is a recertification year for all officials and AO's-have until August 31 to recertify.
4. State of HS officiating in the next swim season-If an Official during High school season is not FHSAA certified, then they are not covered by FHSAA if they get hurt. If it is an Observed meet, USA swimming will cover the officials, however after the meet, make sure paperwork complete. Officials need to be neutral and are unable to put a swimmer back into the meet if they took a "medical scratch. Athletic trainers are allowed to do that.
5. For those that host FHSAA district meets- only electronic meet entries will be accepted for 2019.
6. All- Star meet- alternating referees with FL Association-this year Nestor Mateus will be AO for the meet.

V. Committee Reports

A. Safe Sport **Michael Averett**

1. Safe Sport Club Recognition-Congratulations to SOFLO as the first FGC team to get the Safe Sport Club Recognition.
2. Looking at how to control meet warm-ups better to keep everyone safe. Use of meet marshals, Coach education, and maybe assigned lanes to make sure that warm ups are organized to prevent accidents.

B. Social Media: **Kathleen Klein-Prindle**

1. No report

C. Volunteerism/Social Events **Lori Bosco**

1. Swimposium-dates and location to be set—date has changed from April 7 to April 14—Looking to secure site

D. Financial investment: **Kathleen Klein-Prindle**

1. No report

- E. Open Water** **Sid Cassidy**
 1. 2019 Open Water Nationals—May 2-5, 2019-along with other Swim Miami events. Need to sanction the other races as well. Sid to talk to Robert Strauss about sanctioning Swim Miami races with USA Swimming.
- F. Operational Risk Chair** **Eddie Wolling**
 1. No report
- G. Records/Times/NTV** **David Hammond**
 1. No report
- H. Board of Review** **Jim McCombs**
 1. No report
- I. Disability Swimming**
 1. No report.
- J. Diversity & Inclusion** **Kathleen Klein-Prindle**
 1. MSD Scholarship Update- hand out attached-name will be Soaring Eagle Scholarship.

Motion: *To approve the five (5) member scholarship selection committee as presented with friendly amendment of instead of 4a. One member of the FGC scholarship committee-replace with One FGC Coach board member to be selected at HOD, b. FGC Treasurer, c. FGC Senior Chair, e. MSD Athletic Director or School Representative, f. previous scholarship's winner, and g. FGC General chair as alternate.* Kathleen Klein-Prindle. **Second.** Chris Anderson. **Passed.** No Opposed

2. Under the FGC LSC Scholarship Criteria: It will be as follows:

FGC LSC SCHOLARSHIP CRITERIA:

Applicants must:

- Be enrolled in final year of high school (Senior)
- Exhibit intent to continue swimming collegiately
- Prove 36 continuous months of registration in the FGC
- Submit an essay (topic chosen by scholarship committee)
- Provide two letters of recommendation: one from a teacher at school (STUDENT athlete), and one from a current club coach (student ATHLETE)

Applicants must also meet the following additional criteria:

- 3.5 GPA
- Provide documentation for swimming in college (Verbal Commitment, email, NLI)
- Provide documentation for participation or volunteerism in an FGC-sponsored event such as Swimposium or agreed-upon event in the last 12 months

• Video or live interview with members of the selection committee may be requested by the committee

3. Para Swimming LSC Standards-(attached) and posted on web-All LSC's can use as an option to adopt.

VI. Old Business-

- A. No Old Business

VII. New Business – Action Items (Before 10pm)

A. Discussed:

1. Action points on Website so others can know of what is happening and what has been discussed and voted on at the meeting. To post meeting minutes “pending approval within 3 days of the meeting.
2. Coach of the Year-look into to be brought to next meeting.
3. Bruno- Update on Coach Mentorship Grant Program. Did get approved from USA swimming \$4,000 matching funds. Hand out of Guidelines. Deadline for submission is Feb 1. Those chosen will do a presentation at the following FGC Board Meeting of what learned and what experienced.

Motion: *To approve guidelines for the FGC Coach Mentorship Program.* Bruno Darzi.

Second. Richard Cavanah. **Passed.** No Opposed.

VIII. Announcement of New Teams Dick Cavanah

- A. 2 new teams
 1. Ransom Everglades Aquatic Club (RANS)
 2. Alper J Swim Club (AJSC)

IX. FGC B.O.D 2019 Meeting Schedule

Meeting Dates

1. January 22, 2019 @ St. Andrews
2. April 14, 2019 @ Swimposium
3. May 21, 2019-TBA
4. Aug 21, 2019 (if needed)
5. Nov 26, 2016 – HOD & meeting

X. Adjournment -9:46pm

Motion: *To adjourn.* Steve Goldman. **Second.** Lori Bosco. **Passed.** No Opposed.



FGC Scholarship Committee

MSD Scholarship Update

Submitted To: The FGC Board of Directors

January 2019

Submitted By: Kathleen Prindle, Committee Chair

The FGC LSC Board of Directors approved the creation of a new Scholarship Committee in response to the tragic school shooting at Marjory Stoneman Douglas High School in Parkland Florida on February 14th, 2018, which included a local swimmer, Nicholas Dworet, as one of the victims.

Committee Members were appointed by General Chair Jim McComb during the April Board of Directors meeting and tasked with coming up with a scholarship to commemorate this event to help young student-athletes in our LSC. Committee Members are: Michael Avarett, Gianluca Alberani, Eddie Wolling, and Kathleen Prindle

PROJECT GOALS:

- Create a scholarship to be awarded annually by the FGC LSC
- Achieve budget approval for \$1000/scholarship
- Determine criteria and procedure for applying for this scholarship
- Identify deadlines and any other relevant information
- Define Selection Committee (can change each year)
- Execute inaugural scholarship (retroactive to 2018)
- Setup scholarship for 2019!

OVERVIEW:

The Committee has met regularly from May 2018 until November 2018 to create a new scholarship. Questions about criteria made up the core of the discussions. Then we moved on to execution: In determining OUR best avenue for accepting scholarship applications, we conducted industry research to see how methods of information gathering and timelines for scholastic scholarships are best served to achieve our goals.

The below are the recommendations.

UPDATE:

1. **Established Criteria for scholarship recipient.** The committee examined many ways on which to base this scholarship such as merit (grades), need (income), athletic ability, skills, volunteerism, commitment to the sport, and more. We tried to come up with criteria that was objective and nondiscriminatory, allowing for the recipient(s) to be selected from a group broad enough to be considered a charitable class. *Criteria listed at the bottom of this report.
2. **Established Timeline for Application & Scholarship Award.** The committee explored best dates and decided upon a lengthy application window to open in the beginning of each new year. Based on our research, most scholarships have deadlines in the spring (January through May) so that is what we did as well.
 - a. Applications open from January 1-31st through May 1st.
 - b. Candidates will be evaluated by the scholarship committee
 - c. Winner will be decided by May 31st (must prove continuation of swimming by then)
 - d. Winner will be notified by both phone and by email
 - e. Scholarship will be publicly announced on FGC site and possible press release to local media
 - f. Recipient will be awarded check at the LSC Summer Champs
 - g. Funds will be dispersed to school or to the athlete directly, depending on their scholarship requirements for their university

3. **Established Formal Application Process:** This is how swimmers will apply. We hoped to offer an application process that is completely electronic but in the interest of time we will work with a paper application that is accessible online and can be scanned to an email address for submission. As we know, many students spend their time online, so an electronic application process will expedite the selection. This is our goal for 2020. In inaugural year 2019, here is the process:
 - a. Online Application form will be posted on FGC website, for printing and filling out by the applicants. These can be mailed in or scanned/sent via email to the point of contact (tbd) from the selection committee.
 - b. Scholarship selection committee (w/ possible honorary members) collect and review applications, may request additional information from candidates

4. **Established Selection Committee:** We tried to create an evaluation committee that will ensure consistency among the reviewers, across years. The committee should utilize a grading rubric or other scale of their choosing and provide evidence that the specific criteria was met when selecting a winner. As it is widely known that 5 people are best suited to fill a panel, the committee proposes the following makeup the selection committee:
 - a. ONE MEMBER OF THE FGC SCHOLARSHIP COMMITTEE
 - b. FGC TREASURER
 - c. FGC SENIOR CHAIRMAN
 - d. MSD ATHLETIC DIRECTOR OR SCHOOL REPRESENTATIVE
 - e. PREVIOUS SCHOLARSHIP'S WINNER (OR A REPRESENTATIVE THEROF.THIS GROUP WILL GROW OVER TIME)
 - f. (alternate: FGC GENERAL CHAIRMAN)

We propose that the Committee can change as these roles change within our FGC.

PROJECT NEXT STEPS (request Board support/discussion)

1. **Finalize Scholarship Name!** The goal is to honor MSD without specifying a specific victim or family, in order to keep it relevant in the event of another tragic events. IN order to reference Nick's name in perpetuity without singling him out, we thought about using the MSD school mascot in the title (Eagles). Currently, "Soaring Eagle" and "Flying Eagle" are the top 2 names. Can the Board weigh in?
2. **Approve the Selection committee.**
3. Any legal considerations we are missing?
4. Are we including Dworet Family properly?
5. OK to present to Dworets at SwimPosium?

FGC LSC SCHOLARSHIP CRITERIA:

Applicants must:

- Be enrolled in final year of high school (Senior)
- Exhibit intent to continue swimming collegiately
- Prove 36 continuous months of registration in the FGC
- Submit an essay (topic chosen by scholarship committee)
- Provide two letters of recommendation: one from a teacher at school (STUDENT athlete), and one from a current club coach (student ATHLETE)

Applicants must also meet 3 of the following additional criteria:

- 3.5 GPA
- Minimum of one FGC Senior Championship Cut (LCM or SCY)
- Provide documentation for swimming in college (Verbal Commitment, email, NLI)
- Provide documentation for participation or volunteerism in an FGC-sponsored event such as Swimposium or agreed-upon event in the last 12 months
- Video or live interview with members of the selection committee may be requested by the committee



USA Swimming National Disability Committee



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Motivational Times Standards

| | | |
|-----|----------------------|-------------------------------|
| To: | LSC General Chairs | LSC Offices |
| | LSC Disability Chair | LSC Championship Coordinators |
| | LSC Diversity Chair | Zone Officials Chairs |
| | LSC Officials Chair | |

Re: Disability Committee Motivational Time Standards

This letter is to explain the purpose and intended use of the USA Swimming Disability Motivational Time Standards recently released by the USA Swimming National Disability Committee.

These time standards are the accumulation of over 3 years work and are intended to foster and promote the inclusion of athletes with a disability within USA Swimming LSC Championships. The motivational times are designed to provide a fair, equitable and structured approach by using a combination of three groupings of similar disabilities for athletes, along with qualifying/motivational times tailored to different levels of competition.

These motivational times will supplement existing initiatives for inclusion within USA Swimming. The primary focus and intended use for the motivational times are:

1. Provide a simple and easy to implement grouping of athletes with a disability for competition that complies with the USA Swimming rules and regulations.
2. Provide a consistent national level benchmark for athletes with a disability to work towards. These motivational times are similar in their purpose to the existing C, B, A, time standards issued by USA Swimming today.
3. Provide fair and consistent qualifying times at a national level for championship meets ranging from LSC Championships through Zones and up to Sectional Level meets. Prior to these motivational times, there was inconsistency between LSC's within USA Swimming for qualifying times at championship meets for athletes with a disability.
4. Foster and promote a fair and equitable framework for the inclusion of athletes with a disability within USA Swimming.

The Motivational Times standards are posted on the USA Swimming web site on both the Disability page and the time standards page.

Included below are a range of Frequently Asked Questions (FAQ's) regarding both these motivational times and their implementation. If you have any questions or concerns about these motivational times, please do not hesitate to contact Randy Julian (Disability Committee Staff Liaison) at USA Swimming by email at:

rjulian@usaswimming.org or by phone at: 719-866-3578

Yours faithfully

Mark Rieniets
USA Swimming National Disability Committee (Chair)



USA Swimming National Disability Committee



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Motivational Times Standards

Frequently Asked Questions

1. Can our LSC use these times as qualifying times for entry into LSC championships?

Yes. These times are intended to provide a structured and consistent basis for qualifying times for athletes with a disability in the different LSC championships.

2. If our meet is not an LSC championship, can we modify these entry times?

Yes. Similar to the way you would adjust the qualifying times for a meet which is not a championship level, you can do the same to the motivational times and use those as your qualifying standard for athletes with a disability. Just be precise and do not label the adjusted times as the USA Swimming Motivational time standards.

3. What are the P1, P2 & P3 groupings included in the motivation times?

The three “P” groups place athletes with similar disabilities into the same time groupings. The three groups are a simple and easy to determine means of ensuring athletes with similar (not identical) disabilities have the same motivational times.

4. What athletes are included in P1, P2 & P3 groupings included in the motivation times?

The three groups include athletes who have the following disabilities:

- **P1** - non-ambulatory (wheelchair bound) – limited use of all four extremities
- **P2** – dwarfism, multiple limb deficiencies, ambulatory with assistance, can be wheel chair bound with high functioning upper body
- **P3** – single limb deficiencies, visual impairment, intellectual impairment, ambulatory without significant assistance

5. How do I know that the P1, P2 or P3 group that the athletes say they belong to is correct?

If the athlete or the coach states they belong to a particular group, then that is the correct group for them. This is consistent with age group swimming where we accept birthdates without requiring a birth certificate. The aim of these motivational times is to foster inclusion, not to embarrass athletes and coaches on the pool deck.

6. What if what I am observing does not line up with the P1, P2 or P3 description of the grouping the athletes or coach states they belong to.

You must remember that many disabilities will manifest themselves differently as the athlete competes, or even how they are feeling/coping on a particular day. Just accept what the athletes or the coach says on face value.

7. How do officials judge the athletes with a disability?

All the athletes competing should be judged the same manner and according to the USA Swimming rulebook. As part of the process, the athlete or the coach will notify the referee regarding what accommodation is needed for the athlete during the competition. The referee can then instruct the officials accordingly, or may choose just to discard the DQ's that do not take into consideration the accommodation requested. This is up to the referee to decide how to handle each situation.



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Motivational Times Standards

8. What type of accommodations is the referee likely to be asked for?

A list of typical considerations which may be asked for are listed below. This list is an example and must not be viewed as either comprehensive nor complete:

1. Athlete cannot turn their feet out in the breaststroke.
2. Athlete cannot keep their arms and/or their legs on the same horizontal plane during the breaststroke.
3. Athlete cannot use their legs to push off the wall, and need to take a non-asymmetrical stroke to get their body positioned on the breast
4. Due to shoulder issues, athletes cannot bring their arms forward over the surface of the water and will drag their arms through the water during the butterfly
5. Visually and/or hearing impaired athletes may ask for a lane near the starter to assist in seeing the starting signal or hand signals from the starter.
6. Swimmers may request to swim a shorter distance so they can compete with their age group. E.g., Swim 50m in a 100m race.
7. Due to intellectual impairment, the coach or parent may need to accompany the athlete to the starting blocks and may need to instruct/remind them while they are on the starting blocks of the stroke, distance, etc. they are swimming.

9. What if an athlete with a disability asks for multiple accommodations, should I put a limit on the number?

There is no limit to what accommodation an athlete may need in order to compete. As complex as the human body is, the athlete may require a single or multiple accommodations in order to compete. This may also change between competitions and even days within the competitions. All athletes' requests should be accommodated whenever they are reasonable and possible to cater for.

10. Do officials need to attend special or additional training if there are athletes with a disability competing?

Article 105 of the USA Swimming Rule book states "The USA Swimming Rules and Regulations grant the Referee the authority to modify the rules for a swimmer with a disability". Because of this rule, the Referee will instruct the officials on how to judge the athletes with a disability, based on the accommodations requested by the athlete or the coach. No special training or knowledge is required beyond this.

11. If we have officials who are certified with World Para Swimming (IPC), should we ensure they are assigned to judge the athletes with a disability

This is a decision that the referee will make based on the officials' assignment on the deck and experience with USA Swimming rules. USA Swimming uses its own rules, so swimmers **must not** be judged under WPS rules. This is an identical situation to officials certified with NCAA or High School swimming, this knowledge and rules are not applicable to USA Swimming competitions.

12. What if an official is unsure how to correctly judge an athlete with a disability

This scenario is no different from any official unsure of a stroke rule. They should approach the referee and ask them to explain the rules and any special accommodations made for the athlete concerned.



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Motivational Times Standards

13. Are there any additional resources available for officials to help explain Article 105 of the USA Swimming rulebook?

Yes. A simple to follow tri-fold was developed by the USA Swimming Disability committee for officials to carry in their pocket. This is available on the USA Swimming web site on the Disability web page.

14. Can a coach challenge the grouping which an athlete has declared they belong to within the motivational times

No, although the declaration by the athlete or the coach is on the honor system, people outside of the family and attending medical professional have no access to any information regarding changes or symptoms of the athlete's disability, and should not try and put themselves in the position of a substitute medical professional.

15. How do the groupings with the Motivational Times align to the classes assigned to athletes within World Para Swimming (WPS)

Since the USA Swimming rulebook has no provision for classification or classes, care was taken to develop the P1, P2 and P3 grouping. These do not rely on medical records or a classification panel to establish the athlete's ability or impairments. If the athlete has a class under the WPS classification system, it has no relevance to them competing in a competition governed by USA Swimming rules.

16. If a coach or official is aware of the WPS class of an athlete and believes they have declared themselves in the incorrect P grouping for the motivational/qualifying times, should they report it to the Meet referee?

This situation is identical to an athlete who appears older or younger than the age group they have entered into. Classification is not included in the USA Swimming rulebook, so the athlete or their coach will notify the referee of which group they belong in.

17. If an athlete with a disability qualified for a meet using the motivational times and does not obtain the qualifying time, what are the consequences

This must be dealt with in the same manner as any other athlete who does not obtain the meet qualifying time during the competition. Refer to the meet information for this process.

18. How do I foster inclusion of athletes with a disability within my LSC

Ensure that the officials and the meet organizers within your LSC are familiar with both this document and the Motivational time standards, and promote their inclusion for the LSC championships.

19. Are the motivational time standards intended to replace the U.S. Paralympics Swimming Emerging Team and CanAm qualifying times?

No, those qualifying times belong to U.S. Paralympics Swimming and will continue to be used by that organization for the purpose that they are intended for. Similar to NCAA qualifying times, they were not intended for USA Swimming hosted competitions.

20. How do I know if I have the latest version of the motivational times standards?

The times will be updated each quadrennial, in line with other time standards by USA Swimming. If you are not certain, always obtain the latest version of the times from the USA Swimming web site.



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Motivational Times Standards

21. After observing the athletes in competition, what do I do if I believe any of the time standards are incorrect?

Document your case, including specific examples of athletes and competitions, and submit them to the USA Swimming Disability Committee for consideration. Like all time standards, these are a best guess, and will be updated each quadrennial based on data collected from competitions around the country.

22. How far does a meet referee need to go to accommodate an athlete with a disability? For example: Swimmer has circulation issues in their feet and asked to wear woolen socks during competition – is this allowed?

Article 105.1.2.B(3) of the USA Swimming rule book states “Aids to buoyancy or speed are not allowed..”. Woolen sock do not aid speed or buoyancy and they are being worn for health and safety reasons. Because of these reasons is it permissible for the referee to allow this type of modification.

23. If a swimmer is able to meet the criteria of being wheel chair bound while they are recovering from an operation or injury, are they permitted to enter a meet using the new motivational times?

No. Article 105 of the USA Swimming rulebook states “Disability is defined as a permanent physical or cognitive disability that substantially limits one or more major life activities”. Injuries, surgery, etc. which cause a temporary loss of ability do not constitute a permanent disability.

Para 1 LSC Motivational Time Standards

| P1 - non-ambulatory (wheelchair bound): limited use of all four extremities | Girls | | | | | | | | P1 | Boys | | | | | | | |
|---|-----------|---------|----------|---------|----------|---------|-----------|---------|--------|-----------|---------|----------|---------|----------|---------|-----------|---------|
| | 10 & U P1 | | 11-12 P1 | | 13-14 P1 | | 15 & O P1 | | | 10 & U P1 | | 11-12 P1 | | 13-14 P1 | | 15 & O P1 | |
| | SCY | LCM | SCY | LCM | SCY | LCM | SCY | LCM | | SCY | LCM | SCY | LCM | SCY | LCM | SCY | LCM |
| | | | | | | | | | | | | | | | | | |
| | 1:44.49 | 1:44.49 | 1:34.69 | 1:34.69 | 1:26.19 | 1:26.19 | 1:24.89 | 1:24.89 | 50 FR | 1:39.29 | 1:39.29 | 1:30.29 | 1:30.29 | 1:21.29 | 1:21.29 | 1:18.29 | 1:18.29 |
| | 3:39.19 | 3:39.19 | 3:18.59 | 3:18.59 | 3:00.79 | 3:00.79 | 2:58.09 | 2:58.09 | 100 FR | 3:44.19 | 3:44.19 | 3:23.79 | 3:23.79 | 3:03.49 | 3:03.49 | 2:56.69 | 2:56.69 |
| | 8:44.89 | 8:44.89 | 7:55.69 | 7:55.69 | 7:12.99 | 7:12.99 | 7:06.49 | 7:06.49 | 200 FR | 6:09.09 | 6:09.09 | 5:35.59 | 5:35.59 | 5:01.99 | 5:01.99 | 4:50.90 | 4:50.89 |
| | 2:03.59 | 2:03.59 | 1:51.99 | 1:51.99 | 1:41.99 | 1:41.99 | 1:40.39 | 1:40.39 | 50 BK | 1:22.89 | 1:22.89 | 1:15.39 | 1:15.39 | 1:07.89 | 1:07.89 | 1:05.39 | 1:05.39 |
| | 3:47.19 | 3:47.19 | 3:25.89 | 3:25.89 | 3:07.49 | 3:07.49 | 3:04.59 | 3:04.59 | 100 BK | 3:01.19 | 3:01.19 | 2:44.69 | 2:44.69 | 2:28.19 | 2:28.19 | 2:22.69 | 2:22.69 |
| | 1:54.39 | 1:54.39 | 1:43.63 | 1:43.63 | 1:34.39 | 1:34.39 | 1:32.99 | 1:32.99 | 50 BR | 1:29.59 | 1:29.59 | 1:21.49 | 1:21.49 | 1:13.29 | 1:13.29 | 1:10.59 | 1:10.59 |
| | 5:26.29 | 5:26.29 | 4:55.69 | 4:55.69 | 4:29.19 | 4:29.19 | 4:25.19 | 4:25.19 | 100 BR | 4:19.99 | 4:19.99 | 3:56.39 | 3:56.39 | 3:32.69 | 3:32.69 | 3:24.89 | 3:24.89 |
| | 3:03.89 | 3:03.89 | 2:46.69 | 2:46.69 | 2:31.79 | 2:31.79 | 2:29.49 | 2:29.49 | 50 FL | 2:48.09 | 2:48.09 | 2:32.79 | 2:32.79 | 2:17.49 | 2:17.49 | 2:12.39 | 2:12.39 |
| | 7:35.89 | 7:35.89 | 6:53.15 | 6:53.15 | 6:16.19 | 6:16.19 | 6:10.49 | 6:10.49 | 150 IM | 7:30.09 | 7:30.09 | 6:49.19 | 6:49.19 | 6:08.19 | 6:08.19 | 5:54.59 | 5:54.59 |

Para 2 LSC Motivational Time Standards

| P2 - dwarfism, multiple limb deficiencies, ambulatory with assistance, can be wheelchair bound with high functioning upper body. | Girls | | | | | | | | P2 | Boys | | | | | | | |
|--|-----------|---------|----------|---------|----------|---------|-----------|---------|------------|-----------|---------|----------|---------|----------|---------|-----------|---------|
| | 10 & U P2 | | 11-12 P2 | | 13-14 P2 | | 15 & O P2 | | | 10 & U P2 | | 11-12 P2 | | 13-14 P2 | | 15 & O P2 | |
| | SCY | LCM | SCY | LCM | SCY | LCM | SCY | LCM | | SCY | LCM | SCY | LCM | SCY | LCM | SCY | LCM |
| | | | | | | | | | | | | | | | | | |
| | 56.89 | 59.79 | 51.49 | 54.19 | 46.89 | 49.39 | 46.19 | 48.59 | 50 FR | 53.99 | 56.79 | 49.09 | 51.69 | 44.19 | 46.49 | 42.59 | 44.79 |
| | 2:06.59 | 2:13.19 | 1:54.69 | 2:00.69 | 1:44.39 | 1:49.89 | 1:42.79 | 1:48.19 | 100 FR | 1:59.09 | 2:05.29 | 1:48.29 | 1:53.99 | 1:37.39 | 1:42.59 | 1:33.79 | 1:38.79 |
| | 4:20.49 | 4:34.19 | 3:56.09 | 4:08.49 | 3:34.89 | 3:46.29 | 3:31.69 | 3:42.79 | 200 FR | 4:11.89 | 4:25.09 | 3:48.49 | 4:00.99 | 3:26.09 | 3:36.89 | 3:18.49 | 3:28.89 |
| | | | 9:37.09 | 7:51.09 | 8:45.39 | 7:08.89 | 8:37.49 | 7:02.39 | 400/500 FR | | | 9:37.89 | 7:51.69 | 8:40.09 | 7:04.49 | 8:20.79 | 6:48.79 |
| | 1:09.09 | 1:12.69 | 1:02.59 | 1:05.89 | 56.99 | 59.99 | 56.09 | 59.09 | 50 BK | 1:01.09 | 1:04.29 | 55.49 | 58.39 | 49.99 | 52.59 | 48.09 | 50.69 |
| | 2:39.79 | 2:48.19 | 2:24.79 | 2:32.49 | 2:11.89 | 2:18.79 | 2:09.89 | 2:16.69 | 100 BK | 2:32.79 | 2:40.89 | 2:18.89 | 2:26.29 | 2:05.09 | 2:11.59 | 2:00.39 | 2:06.79 |
| | | | 4:58.79 | 5:14.49 | 4:31.99 | 4:46.29 | 4:27.89 | 4:41.99 | 200 BK | | | 4:20.89 | 4:34.59 | 3:54.79 | 4:07.09 | 3:46.09 | 3:57.99 |
| | 1:12.09 | 1:15.89 | 1:05.49 | 1:08.89 | 59.59 | 1:02.69 | 58.69 | 1:01.69 | 50 BR | 1:09.19 | 1:12.79 | 1:02.89 | 1:06.19 | 56.59 | 59.59 | 54.49 | 57.39 |
| | 2:39.99 | 2:48.39 | 2:24.99 | 2:32.59 | 2:11.99 | 2:18.89 | 2:09.99 | 2:16.79 | 100 BR | 2:33.39 | 2:41.49 | 2:19.49 | 2:26.79 | 2:05.49 | 2:12.09 | 2:00.89 | 2:07.19 |
| | | | 5:17.19 | 5:34.19 | 4:24.89 | 4:38.79 | 4:44.69 | 4:59.59 | 200 BR | | | 5:00.99 | 5:16.79 | 4:30.89 | 4:45.09 | 4:20.89 | 4:34.59 |
| | 1:09.59 | 1:13.19 | 1:03.09 | 1:06.39 | 57.39 | 1:00.39 | 56.59 | 59.49 | 50 FL | 55.89 | 58.79 | 50.79 | 53.49 | 45.69 | 48.09 | 43.99 | 46.39 |
| | 2:58.89 | 3:08.29 | 2:42.09 | 2:50.59 | 2:27.59 | 2:35.29 | 2:25.39 | 2:32.99 | 100 FL | 2:55.29 | 3:04.49 | 2:39.39 | 2:47.79 | 2:23.39 | 2:30.99 | 2:18.09 | 2:25.39 |
| | 5:31.79 | 5:49.19 | 5:00.59 | 5:16.39 | 4:33.69 | 4:48.09 | 4:29.59 | 4:43.69 | 200 IM | 5:12.39 | 5:28.89 | 4:43.99 | 4:58.99 | 4:15.59 | 4:29.09 | 4:06.19 | 4:19.09 |

Para 3 LSC Motivational Time Standards

| P3 - single limb deficiencies, visual impairments, intellectual impairments, ambulatory without significant assistance. | Girls | | | | | | | | P3 | Boys | | | | | | | |
|---|-----------|---------|----------|----------|----------|----------|-----------|----------|--------------|---------|---------|----------|----------|----------|----------|-----------|----------|
| | 10 & U P3 | | 11-12 P3 | | 13-14 P3 | | 15 & O P3 | | | 10 U P3 | | 11-12 P3 | | 13-14 P3 | | 15 & O P3 | |
| | SCY | LCM | SCY | LCM | SCY | LCM | SCY | LCM | | SCY | LCM | SCY | LCM | SCY | LCM | SCY | LCM |
| | | | | | | | | | | | | | | | | | |
| | 44.09 | 48.89 | 39.89 | 44.29 | 36.39 | 40.39 | 35.79 | 39.69 | 50 FR | 39.79 | 44.19 | 36.19 | 40.19 | 32.59 | 36.19 | 31.39 | 34.79 |
| | 1:33.89 | 1:44.29 | 1:25.09 | 1:34.49 | 1:17.49 | 1:26.09 | 1:16.39 | 1:24.79 | 100 FR | 1:26.49 | 1:36.09 | 1:18.59 | 1:27.29 | 1:10.79 | 1:18.59 | 1:08.09 | 1:15.69 |
| | 3:51.49 | 4:17.19 | 3:29.79 | 3:53.09 | 3:10.99 | 3:32.19 | 3:08.09 | 3:28.99 | 200 FR | 3:17.69 | 3:39.59 | 2:59.69 | 3:19.69 | 2:41.69 | 2:59.59 | 2:35.79 | 2:53.09 |
| | 8:46.89 | 7:43.19 | 7:57.59 | 6:59.79 | 7:14.79 | 6:22.19 | 7:08.19 | 6:16.39 | 400/500 FR | 8:31.99 | 7:30.09 | 7:45.49 | 6:49.19 | 6:58.99 | 6:08.29 | 6:43.49 | 5:54.69 |
| | | | 18:00.49 | 15:19.59 | 16:32.09 | 14:04.39 | 16:18.49 | 13:52.79 | 800/1000 FR | | | 18:21.59 | 15:37.49 | 16:31.39 | 14:03.69 | 15:54.69 | 13:32.49 |
| | | | 32:31.69 | 30:29.19 | 30:01.09 | 28:08.19 | 29:37.99 | 27:46.39 | 1500/1650 FR | | | 34:04.19 | 31:55.79 | 30:39.71 | 28:44.19 | 29:31.53 | 27:40.29 |
| | 53.39 | 59.29 | 48.39 | 53.69 | 44.09 | 48.99 | 43.39 | 48.19 | 50 BK | 45.59 | 50.69 | 41.49 | 46.09 | 37.29 | 41.49 | 35.89 | 39.89 |
| | 1:52.49 | 2:04.99 | 1:41.99 | 1:53.29 | 1:32.89 | 1:43.19 | 1:31.49 | 1:41.59 | 100 BK | 1:36.09 | 1:46.79 | 1:27.39 | 1:37.09 | 1:18.59 | 1:27.39 | 1:15.69 | 1:24.09 |
| | | | 4:04.79 | 4:31.89 | 3:42.99 | 4:07.69 | 3:39.59 | 4:03.89 | 200 BK | | | 3:29.49 | 3:52.79 | 3:08.59 | 3:29.49 | 3:01.59 | 3:21.79 |
| | 56.79 | 1:03.09 | 51.49 | 57.19 | 46.79 | 51.99 | 46.09 | 51.19 | 50 BR | 49.79 | 55.29 | 45.29 | 50.29 | 40.79 | 45.29 | 39.29 | 43.59 |
| | 1:59.69 | 2:12.99 | 1:48.49 | 2:00.49 | 1:38.69 | 1:49.69 | 1:37.19 | 1:47.99 | 100 BR | 1:50.59 | 2:02.89 | 1:20.49 | 1:51.69 | 1:30.49 | 1:40.49 | 1:27.19 | 1:36.79 |
| | | | 4:20.29 | 4:49.19 | 3:56.99 | 4:23.29 | 3:53.29 | 4:19.19 | 200 BR | | | 3:40.09 | 4:04.49 | 3:18.09 | 3:40.09 | 2:56.09 | 3:31.89 |
| | 48.29 | 53.59 | 43.69 | 48.49 | 39.79 | 44.19 | 39.19 | 43.49 | 50 FL | 43.29 | 48.09 | 39.29 | 43.69 | 35.39 | 39.29 | 31.49 | 37.89 |
| | 1:41.69 | 1:52.89 | 1:32.09 | 1:42.29 | 1:23.89 | 1:33.19 | 1:22.59 | 1:31.69 | 100 FL | 1:30.89 | 1:40.99 | 1:22.79 | 1:31.99 | 1:14.39 | 1:22.59 | 1:06.09 | 1:19.59 |
| | | | 3:40.99 | 4:05.49 | 3:21.39 | 3:43.69 | 3:18.09 | 3:40.09 | 200 FL | | | 3:29.19 | 3:52.39 | 3:08.29 | 3:29.19 | 2:47.39 | 3:21.39 |
| | 3:57.99 | 4:24.39 | 3:35.69 | 3:59.59 | 3:16.29 | 3:38.09 | 3:19.39 | 3:34.79 | 200 IM | 3:29.69 | 3:52.99 | 3:10.69 | 3:31.79 | 2:51.59 | 3:10.69 | 2:32.49 | 3:03.59 |
| | | | 8:34.59 | 9:25.49 | 7:48.39 | 8:34.69 | 7:41.39 | 8:26.99 | 400 IM | | | 7:46.79 | 8:20.09 | 6:56.79 | 7:30.09 | 6:40.09 | 7:13.39 |



LSC Coach Mentoring Grant Program

Purpose: Create a coach mentoring program for club coaches in the LSCs.

Many successful coaches talk about how they were mentored earlier in their career. This program is intended to create a practical and affordable means to connect younger inexperienced coaches with a veteran coach to aid in the development and education of the coach.

Funding: \$32,000 for the program in 2019

This program is to be jointly funded between USA Swimming and an LSC. The LSC can apply for a grant of up to \$4,000. The LSC must support the program with a matching amount equal to a minimum of 50% of the money requested from USA Swimming. (Example: if requesting \$4,000 from USA Swimming the LSC must match with a minimum amount of \$2,000). Preference will be given to LSCs that support the program with an even matching amount. Depending on the number of LSCs that apply, USA Swimming may attempt to spread the funding available to more LSCs.

Preference is given to disbursing the grant from USA Swimming to the LSC in one payment at the end of the year upon timely submittal of the appropriate paperwork. However, an LSC may request 50% of the grant money be disbursed to the LSC at the beginning of the program. LSCs will be required to submit an accounting of any expenses that they paid out to coaches/clubs prior to receiving the final payment from USA Swimming.

Time Line:

| | |
|-------------------|--|
| January 2, 2019 | Grant proposals from LSC are due to the USA Swimming office (mweinberg@usaswimming.org) |
| January 9, 2019 | Announcement of LSC's selected |
| December 9, 2019 | Report due to USA Swimming office on the program (what worked and what didn't) |
| December 16, 2019 | Final reimbursement request due to USA Swimming accounting department |

Each LSC shall come up with their own criteria of how the program is to be administered.

Some suggestions for an LSC to consider in administration of the program:

1. A minimum visit of ½ day with a maximum of 3 days (2 nights)
2. An LSC may want to partner with an adjoining LSC to run the program

3. Each LSC is to come up with their own list of mentor coaches. Possible suggestions might be finding coaches who are good at:
 - a. Working with novice, entry-level athletes
 - b. Good dryland program
 - c. Running a learn-to-swim program
 - d. Writing workouts for senior level athletes
 - e. Season planning
 - f. Managing a satellite program
 - g. Coaching advanced age group athletes
 - h. Recruiting new swimmers
 - i. Running the business side of the club
 - j. Moving athletes from Sectionals to Junior Nationals
 - k. Technical skills (teaching specific swimming skills)
 - l. How to become a good head age group coach
 - m. Developing a progressive age group program
 - n. How to make age group practices exciting and fun
 - o. How to help a swimmer with college recruiting
4. Reimbursement to the mentored coach will include actual expenses incurred such as mileage (LSC to determine rate) or transportation, hotel, food or per diem. Mentored coach is to submit the original receipts for reimbursement to the LSC. A meal(s) for the mentor coach could also be submitted if the mentor coach and mentored coach dined together. The LSC may want to impose a limit to how much could be submitted for a meal.
5. Upon completion of the visit, the mentored coach is to submit a report to the LSC outlining what they learned from the visit.
6. The mentor coach is also to complete a short survey.
7. The LSC may establish a small honorarium for the mentor coach. Suggestions might be an actual honorarium or a gift card/restaurant card.
8. To activate the program a coach would fill out a visit request form within the LSC and submit to the appropriate person (could be the coach's rep, permanent office, senior chair, etc...).
9. Upon approval the mentoree would then make the arrangements with the mentor coach for the visit.
10. Coaches that are eligible for USA Swimming's National Junior Team visit program would be ineligible to participate as a mentoree.

Additional items for an LSC to consider when designing the program:

- Set up or describe what is required of the mentor coaches
- Frequently asked questions
- Some type of follow up documentation
- How the goals of the program are communicated?
- Encourage ongoing communication between mentor and mentoree
- Is there some type of contribution from the mentored coach's club?
- Does there need to be some type of sign-off from the mentoring and mentored club?

Please submit your detailed grant proposal by **Wednesday, January 2nd** to Morgan Weinberg @ mweinberg@usaswimming.org.

Include two copies of your proposal:

- The full proposal
- A second copy with any reference(s) to the LSC removed (to be used by the review committee)
- Make sure that your full proposal includes all contact information



[FGC Coach Mentoring Grant Program Guidelines](#)

Purpose: Create a coach mentoring program for club coaches in the Florida Gold Coast (FGC).

Many successful coaches talk about how they were mentored earlier in their career. This program is intended to create a practical and affordable means to connect inexperienced coaches with a veteran coach to aid in the development and education of the coach. The program may also allow veteran coaches to further expand their knowledge by providing the same means provided to novice coaches.

Program Description:

The selected coach will have the opportunity to visit registered clubs within the USA. The FGC and USA Swimming funds will cover the coach's expenses up to \$1,500.00.

The club visit must not be longer than 3 days. If club visit exceeds 3 days, the coach will be responsible for all the additional expenses after the 3rd day.

What is covered: Transportation expenses (including airfare, car rental), lodging and meals (up to \$50 per day). If a car rental is not needed, the coach may request mileage reimbursement. FGC will refund mileage based on the current federal rate. Coach must provide copy of all receipts related to the club visit before receiving funds from FGC.

What is not covered: Alcoholic beverages, meal totals exceeding \$50 per day.

Within 2 weeks upon completion of the club visit, the mentored coach(es) must provide a detailed written report, to the LSC General Chair, Age-Group Chair and Senior Chair, outlining what they learned about their experience. They must share their experience to all coaches present at the next FGC Board meeting. Mentored coach(es) will only receive funds for their expenses **after** providing the written report and the presentation to the FGC Board.

FGC Contact Information

General Chair - Jim McCombs - mccombj@martin.k12.fl.us

Senior Chair – Sid Cassidy - coachsid@gmail.com

Age Group Chair – Jennifer Gibson - jennigibson60@gmail.com

The program will be jointly funded with USA Swimming. FGC will apply for the maximum of \$4,000. At the 2018 FGC House of Delegates' meeting (11/27/2018), the Florida Gold Coast Board of Directors agreed to pay up to \$4,000 to cover the expenses of the 2019 Coach Mentoring Program. Additional funds received from USA Swimming will supplement the investment made by FGC to cover the costs of the program.

The Florida Gold Coast will select up to three (3) FGC coaches from FGC registered clubs to participate in the coach mentoring program. Applications from coaches without a club representation will not be accepted. If total funds (USA Swimming/ FGC) reach \$6,000, FGC may select a fourth coach to participate in the program. Mentoree and Mentor Coaches must fill out the attached application form and submit it to the current FGC Senior Chair and Age Group Chair by **February 1st, 2019**. All applications will be reviewed by the committee (FGC Chairman, FGC Senior Chair, FGC Age Group Chair and FGC Coaches' representatives). Selected coaches may re-apply for future Mentorship Grant Program after being selected. However, priority will be given to coaches that were not selected in prior years.

There are two ways for coaches to qualify for participation in this program, called Tier 1 and Tier 2. Tiers are based on years of on-deck experience to allow for a proper match with mentors.



Mentoree coach minimum requirements for Tier 1 level applications:

Mentoree coaches must meet all of the minimum requirements in order to apply for the mentorship program. See below the guidelines:

- a) Must be an USA Swimming registered coach in good standings with the FGC (with all the certifications up-to-date) and currently working at one of the FGC registered clubs for at least 1 year (calculated based on registration date on file with the LSC Registration Chair).
- b) Must have less than 5 years of coaching experience.
- c) Must submit resume along with the application form.

Mentoree coach minimum requirements for Tier 2 level applications:

Mentoree coaches must meet all of the minimum requirements in order to apply for the mentorship program. See below the guidelines:

- a) Must be an USA Swimming registered coach in good standings with the FGC (with all the certifications up-to-date) and currently working at one of the FGC registered clubs for 5 years or more (calculated based on registration date on file with the LSC Registration Chair).
- b) Must have 5 or more years of coaching experience.
- c) Must submit resume along with the application form.

Priority will be given to coaches of Tier 1 level. If the committee does not receive enough applications, a coach from a Tier 2 level may be selected.

The selected mentoree coach may make travel arrangement only after the application has been approved by the committee. Mentoree is responsible for making all the arrangements and work out all the logistics of the visit with the mentor coach. Club visitations for 2019 should be scheduled between the time frame of **February 15 through October 31, 2019.**

Only one coach application per club will be accepted per calendar year.

Final reimbursement request is due by **December 2nd**.

Mentor coach minimum requirements for application:

Mentor coaches must meet all of the minimum requirements in order to become a mentor for the program. See below the guidelines:

- a) Must be an USA Swimming registered coach in good standings with the FGC (with all the certifications up-to-date) and currently working at one of the FGC registered clubs for at least 3 years (calculated based on registration date on file with the LSC Registration Chair).
- b) Must have at least 5 years of coaching experience.
- c) Preference will be given to Head Coaches responsible for most, if not all, aspects to their program operations.
- d) Must submit resume along with the application form.

Mentor coach who receives a visiting coach will receive a gift card in the amount of \$100 from the LSC per visit for up to 3 visits (\$300) during the calendar year. Funds will come from the Mentorship Program Funds.

The FGC does not, and shall not, discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations.



2019 FGC Mentorship Program – MENTOREE Application Form

Name:

Club:

USA Swimming number:

Coaching Experience:

Age group currently working with:

Starting date of employment with current club:

Address:

Phone number:

Email:

Top 5 programs you intend to visit:

Reference name and contact information (phone number and email):

Please explain why you should be selected as a mentoree for the FGC Mentorship Program:

Please email applications to Sid Cassidy (Senior Chair) at coachsid@gmail.com and Jennifer Gibson (Age Group Chair) at jennigibson60@gmail.com.

PLEASE ATTACH YOUR RESUME WITH THE APPLICATION



2019 FGC Mentorship Program – MENTOR Application Form

Name:

Club:

USA Swimming number:

Coaching Experience:

Age group currently working with:

Starting date of employment with current club:

Address:

Phone number:

Email:

Please explain why you should be selected as a mentor for the FGC Mentorship Program:

Please email applications to Sid Cassidy (Senior Chair) at coachsid@gmail.com and Jennifer Gibson (Age Group Chair) at jennigibson60@gmail.com.

PLEASE ATTACH YOUR RESUME WITH THE APPLICATION