

# CLUB EXCELLENCE 2006 PROGRAM APPLICATION COLUMBIA SWIM CLUB (CSC) Professional/Organizational Component

## Club Strategic Plan

### **Mission Statement**

Columbia Swim Club's mission as set forth in our Articles of Organization is "to provide an opportunity for each swimmer to strive for excellence in competitive swimming and to reach his/her maximum individual growth through a quality swimming program."

### **Primary Club Goals**

Columbia Swim Club is a parent operated organization that is a member of the Missouri Valley Swimming LSC and USA Swimming. It is our objective to dovetail the *Core Objectives* of USA Swimming with our Mission and with the needs of the children in our club.

CSC strives to *Build the Base*, by helping our children to accomplish the ideals listed in the following "nine points":

1. To have *fun.*
2. To develop a spirit of cooperation.
3. To develop a sense of achievement leading to positive self-esteem.
4. To develop sportsmanship and a respect of competitors.
5. To develop a healthy attitude toward competition.
6. To develop confidence and independence through interdependent activities.
7. To develop determination and initiative.
8. To develop motor skills and fundamentals of sport leading to a lifetime participation in sport.
9. To develop leadership skills.

CSC *Promotes the Sport* of swimming through encouragement of swimming participation within the club, as well as in our local community and beyond. Increased participation leads to greater recognition and visibility of the sport.

CSC works to *Achieve Competitive Success* through well-managed training, competition, encouragement, and by supporting opportunities for higher achievement at every level within the club.

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**Athlete Development/Progression Plan**

**Team Structure**

Columbia Swim Club (CSC) uses a progressive age group program designed to develop swimmers at different ages and abilities according to their differing needs. The younger and more novice swimmers are encouraged to participate and have fun, while working on stroke skills. As swimmers progress through stages of development and levels of ability, swimmers are challenged with more rigorous physical and mental demands while striving for total excellence in swimming. The groups available at CSC are as follows:

**Barracudas** - Beginning swimmers; minimum competence should be ability to swim 100 free, 25 back, 25 breast, and some understanding of butterfly.

This group is a novice group learning basic workout skills including reading a pace clock and learning drills for stroke work. The goal for this group is to improve skills and confidence, and to begin competing in swimming in a fun environment.

**Dolphins** -Beginning-to-intermediate swimmers; should average 3-4 practices per week. The Dolphins have experience with the club workout skills and have competed in some meets. These swimmers are generally a little older than the Barracuda group and are striving to attain their LSC championship qualifying times.

**Varsity Swimmers** - High school team swimmers interested in pre-season conditioning; 4 practices per week offered, ending when high school season starts. This group of swimmers fulfills a demonstrated need in our swimming community of a fitness type program for teenagers who want to prepare for the high school swimming season without committing to club season meets and championships.

**Piranhas** - Intermediate swimmers; at least 9 years of age; should average 4-6 practices per week. The Piranhas are committed swimmers who attend many meets and have already achieved qualifications for LSC Championship meets. Their goals are to attain All-Star and Zone age-group qualifications.

**Tigersharks** - Intermediate to advancing, aspiring swimmers, at least 11 years of age, must average 5-6 practices per week; invitations to this group made by head coach.

**Seniors** - Advanced, serious swimmers; at least 13 years of age; must average 6-8 practices per week; invitations to this group made by head coach. Members of the senior group are generally Sectional qualifiers aspiring to attain Junior National and Senior National qualifying times.

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**How Athletes Progress within the Club**

Progression from one group to the next is determined by practice performance, meet performance, commitment to the sport, attendance, meet participation, and maturity. The coaches collaborate on these criteria as well as facility availability to determine changes during the year. These changes generally occur at the start of the competitive season to avoid disruption of training patterns.

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#### Club Operational Plan

CSC is a nonprofit organization operated through a volunteer parent Board that meets once per month. CSC employs professional coaching in the form of one full-time Head Coach and three part-time Assistant Coaches. CSC operates practice times up to 6 days per week at two different pools with a combination of up to six different training groups, and attends or hosts up to 28 swim meets per year. CSC also occasionally hosts Swim Clinics such as the Ultimate Technique Clinic and sponsors various social events through the year. CSC budgets for some special resource needs such as training equipment, computer equipment, and video equipment.

#### **Annual Budget**

The overall financial plan of Columbia Swim Club is threefold:

1. Income generated through membership fees, fund-raising events, and contributions from the community will fund coaches' salaries, fees for swimming pool use for practice, coaches' expenses associated with swim competitions, and purchasing of equipment and supplies to enhance swimming development.
2. The cost of program expansion will be paid through increased revenue generated from the above sources.
3. CSC's annual financial goal is to realize a nominal gain at the end of each fiscal year.

Income and expenses 2004-2006\* (2006 is estimated for 6 months)

	2004	2005	2006
<b><u>Income:</u></b>			
Membership fees	\$59,000	\$70,000	\$80,000
Fund raising events	11,000	15,000	16,000
Contributions	4,000	6,000	14,000
<b>Total</b>	<b>\$74,000</b>	<b>\$91,000</b>	<b>\$110,000</b>
<b><u>Expense:</u></b>			
Coaches' salaries	\$48,000	\$54,000	\$60,000
Meet expenses-coaches	13,000	13,000	15,000
Pool fees	6,000	6,000	23,000
Equipment	500	4,000	1,000
Misc club expenses	5,500	11,500	9,000
<b>Total</b>	<b>\$73,000</b>	<b>\$88,500</b>	<b>\$108,000</b>
 Profit	 \$1,000	 \$2,500	 \$2,000

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## **Professional Coaching Support Plan**

CSC employs one full-time Head Coach and three part-time Assistant Coaches. Because the Head Coach is holding a career position and the Assistant Coaches are part time, the focus of education and professional development of the two are different. This may change in the future as CSC grows and needs of the club change.

## **Employee Benefits**

CSC provides holiday and vacation pay to its salaried Head Coach, and renegotiates a contract yearly. Any benefits provided to the Head Coach at his request, such as medical insurance, are simply paid for with the compensation offered. Since the Head Coach is the only full time employee at CSC, he can design his compensation to be received in a way that is most convenient to him with Board approval. Assistant coach compensation and performance are also reviewed yearly by the Board and the Head Coach.

## **Ongoing Coach Education**

The Head Coach takes the lead in educating the Assistant Coaches through staff meetings, informal reviews, in-service activities, and making educational videos available as appropriate.

## **Coach Professional Development**

The Head Coach is expected to stay abreast of current trends and information available in the sport of swimming, and advise the board if resources are needed for improvements in the programs at CSC. The Board, in turn, encourages the Head Coach to attend Coaching conferences such as the annual ASCA Coach's Clinic on a biannual basis and become involved in coaching organizations and has authorized funds for this. The Board and the Head Coach are in agreement that this translates to a better program for the swimmers overall. CSC strives to provide opportunities for the Head Coach to excel in his profession by supporting a program focused on excellence in swimming including competition at a national level and its associated expense.

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**Swimming Community Support Description**

**USA Swimming and LSC Governance**

CSC members have a history of involvement in the governance of Missouri Valley Swimming as well as USA Swimming. Currently, the CSC Head Coach is the Missouri Valley Coach Rep to USA Swimming. He attended the USA Swimming National Convention in Greensboro, North Carolina this past year. A representative from CSC (usually the Head Coach) also attends semi-annual meetings for Central Zone Region VIII and Missouri Valley Swimming.

**Hosting of Sanctioned Competitions**

CSC generally hosts one sanctioned Open Invitational and four sanctioned Intrasquad or Dual meets per year. This summer, CSC will host the Central Zone Region VIII Speedo Sectional Championship for the first time. With the new aquatic facility at the University of Missouri in Columbia, MO, CSC expects to host more championship level competitions in the future.

**Development of USA Swimming Certified Officials**

Each fall, CSC hosts training for USA Swimming officials. The club pays for the USAS membership of any CSC parent who wishes to become certified and encourages this participation by our members. CSC currently has 8 registered officials.