

Evergreen Hurricanes

All Team Meeting, September 2023

- Introductions
 - Staff
 - Cat 1: Brian Pursley, Lori Royal, and Aspen Fisher
 - Cat 2: Jordan Kuper, Nissa Garin, and Brian Pursley
 - Cat 3: Jordan Kuper, Nissa Garin, and Brian Pursley
 - Senior: Brian Pursley and Jordan Kuper
 - Board of Directors
 - President: Heinz Salmen
 - Vice President: Robert Hampton
 - Secretary: Jenna Harris
 - Treasurer: Michael Jewell
 - John Bernhart
 - Nate Rothman
 - Bridget Williams
 - CAT 1 Board Member: **Need** self nominations welcome, more information is forthcoming
 - Business Manager Kathy Hellard
 - Volunteer Positions - Group Ambassadors
 - Group Ambassador - The ambassador will be a social coordinator and a source for questions that may be better answered by a parent than the coaching staff.
 - Cat 1: **Need**
 - Cat 2: Mandi Zelinski
 - Cat 3: **Need**
 - Senior: Deanna Dykema and Chris Adamowski
 - Social Media: Stacey Peterson
 - Parent Resource: Sarah Salmen
 - Please email Brian if you are interested in one of the open positions.

COMMUNICATION

- Our goal is to settle into a once per week summary email on a predictable timeline.
- The latest announcements will always be up to date on the newsfeed on the homepage and in the announcements section of the website.
- If you lost or are worried you missed an email, check the newsfeed and it will be there..
- This will be our exclusive medium for critical team information. Every piece of important information we put out to the team will either be found there or referred to there.

REGISTRATION

- Registration is available [here](#).
 - We have about 80% of our expected members registered. New and returning members, please register ASAP.

MEETS

- Meet Philosophy

- Meet Types - Practice, Discretionary, Team, Championship. Please read about them [here](#).
- Meet Signup
 - On the meet calendar, you will find a button to attend or decline. No response will be considered a decline. If there are specific circumstances for us to consider with your entries, e.i. will swim Saturday but not Sunday, please explain them in the notes section of your declaration to attend.
 - Coaches have the final say when choosing events (it is important for us to maintain a cohesive team event selection philosophy).
 - We will remind you in our weekly emails of confirmation due dates for upcoming meets.
 - We'll keep the due dates as late as possible, so we won't be able to accept late entries. This policy is largely out of respect for host teams.
- First Meet - September 24 North Jeffco Season Kickoff
 - If you would like to participate in the meet, You will need to be registered with the team and USA Swimming by the meet entry deadline on this Sunday night, 9/17.
- Meet Job Signup
 - Job signup will be available via a sign up genius distributed before each meet. Our main job is timing. We typically only get timing assignments a few days in advance of a meet. If you are attending, please be prepared to sign up for timing slots in the days prior to a meet. General expectation: Take a timing shift if you are participating in the meet. We will usually have more participants than shifts, but please make the effort to get a spot so that we are not perpetually relying on the same families.
- Official Training
 - We need officials to be good stewards of the swimming community, and to make sure we continue to be invited to all the meets we would like to attend! Please contact coach Brian if you are interested in learning how to become an official.

PARENT SURVEY

Thank you for your responses, and thank you to Laurel Hyslop for putting it together and analyzing the results! We've made some changes to the program based on your feedback.

- More Meet Dates added to the calendar. We are shooting for approximately 1 competitive opportunity per month for a majority of athletes.
- Board Meeting Minutes are available on the Board of Directors page on the website and linked through social media.
- We are improving the distribution and access to volunteer opportunities, primarily timers, with a sign-up genius and clear communication of expectations. This is in response to the survey and the observation of a heavy load that has been carried by a few willing families in the past.
- We are working on more individual attention to goals and the continuity of goals and training programs. This is the bedrock of this season's senior group philosophy.
- We are working to build our team's presence in the community - Both volunteer and community event participation. Our newest board members Bridget Williams and Nate Rothman will be taking the lead on this effort.

BEYOND PRACTICE

- Kickstarts

- ½ hour one on one sessions between a coach and a category 1 athlete. Twice per month, starting in October. The signup will be live by the end of next week. Sign up via the link in the athletes section of the website
- Meetings with Coach Brian
 - Time with Coach Brian can be reserved for goal meetings and general concerns. Sign up via the link also in the athletes section of the website. Regular meeting slots will be opening up in October.
- Team Gear
 - Our Agonswim Store store is available 24/7, but individual shipping rates will apply.
 - Our MI Sports store for training gear is already live. We are not currently asking swimmers to replace the gear they already have, but we are asking that all new gear be purchased through MI sports so that in time the swimmers are all using the same equipment.
 - Evergreen imprints store is live for premium t-shirt orders.
 - Bulk order t-shirts and caps.
 - The tem will provide each new swimmer with 1 green t-shirt and 1 cap. We have some sizes available now, but will have more available in a few weeks.
 - Additional caps, bulk green shirts, and bulk blue shirts will be available for sale and can be picked up on deck.
- Cost of Equipment and Fundraising
 - Training Equipment and online ordered t-shirts are provided at cost. We have marked up the Agonswim equipment by around 20%, and the mark-up comes back to our team. The rationale is this.
 1. Organizing and maintaining the store has costs, and we are recouping some of those.
 2. It fits into our overall philosophy of keeping the basic cost of participation as low as possible by raising revenue from less critical sources.
- King Soopers
 - Please Join them! Widespread participation will generate a meaningful amount of revenue for our team. Links available on our website.
- Troutdale Tavern
 - We get 5% of annual profits
 - We get to staff the restaurant once per month and keep all tips
 - We get 2 Tuesday nights a year where 70% of the food tab comes to us. Over \$4,000 on our first try, and other organizations are making twice that!
 - Our newest fee structure amounts to only a total increase of 2.9% in the years since covid. Given the rising costs all around us, we are very proud to have kept swimming as affordable as possible. Please help us continue that with participation in these programs.
- Team Directory
 - A strategy to build social connections on the team
 - The Directory is listed behind the public website, online accessible to logged in members only.
 - Upon registration there was a disclosure that you are opted in automatically unless you email coach Brian to opt out. We will wait until mid October to update the directory to give families who choose to opt out time to do so.

- Moving Cat 2 to Monday Evenings as we already have for Fridays. Cat 2 and 3 Practice will be from 6:15 to 7:30 on Mondays

WHY WE ARE HERE

- Attention to Detail
- Patience
- Persistence
- Gratitude
- Work Ethic
- Peer Support
- Resilience
- Receiving Feedback
- Time Management and Prioritization
- Team Leadership
- Self-Determination

These are traits that are naturally and necessarily learned by athletes engaged in a healthy and productive swim team environment. Explicitly keeping them in the forefront is a challenge. It is a challenge which I'm not quite satisfied that we are meeting... Yet!

In a renewed effort this year, you will see each of these traits explicitly recognized throughout the season. Just as our training plan prepares the athlete's body for performance, it will also prepare the hearts and minds of our swimmers for self improvement and success in and out of the pool.

Just as attention to a streamline gets a swimmer to their breakout faster and with more momentum, attention to a spirit of gratitude helps a person build stronger relationships and gather more critically uplifting support.

Just as a habituating long body and strong stomach in the water improves a swimmer's efficiency in the water, habituating resilience opens up a person's doors of opportunity and capacity to see what is possible for them.

We are building better athletes as a sideshow to teaching young people the traits associated with success, regardless of what success means to them.

PARENTS ROLE

- Don't Coach... instead, support, listen, encourage belief in the process.
- Don't evaluate or judge performance.
- Celebrate victories, but never without remembering to celebrate the process.
- If you want to aspire to be the perfect swimming parent, consider leaving it up to your athlete to own all of the details for themselves. Narrow your input to your very own way of consistently and persuasively communicating one simple idea: "I love to watch you swim".