

TMEC NEWS

Special Edition

Information from Your All-Volunteer Team Board

News from our Board of Directors

As a reminder, as mentioned in the August ENewsLetter, there will be a club meeting **September 6** at 6:00PM (Check in starts at 5:30PM) to kick off the new season. This gathering is to inform everyone as to TMEC's objectives both on the dry side and wet side of operation, discuss information, and answer questions.

The information contained in this meeting is considered mandatory therefore Club wide attendance is highly recommended.

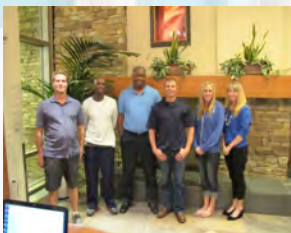
Non-participation will result in not receiving valuable information first hand.

Acknowledge the RSVP sent out. This requested response will also contain necessary documents for the meeting that should be printed and brought to the appointment.

Again, thank you.

Go TMEC !

Sincerely,
2016 Board of Directors



Member Update... Read all about it



- **Hierarchy of USA Swimming**
- **USA Swimming Club Recognition (see pg 2)**
- **Message from our Coaching Staff on the Group Restructuring (see page 3)**
- **TMEC Group Restructuring Unveiled (see page 4)**

USA Swimming Hierarchy



At the pinnacle is Olympic Swimming. Athletes put in 4 years plus of hard work and dedication which ultimately pays off with the reward of a medal and being recognized as one of the best in the world in their event.



The USA Swim Team did quite well in the Rio 2016 Games.

TMEC has swimmers close to time trials for the US Olympic Swim Team.

<http://www.usaswimming.org/>



USA Swimming — Colorado Springs, Colorado governs Nationwide USA Swimming and our Olympic Swim Team by establishing a standard through policies.

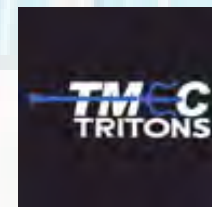
Board of Directors → Headquarters staff → 28 committees

<http://www.usaswimming.org/>



59 Local Swimming Committees → LSC leadership. Oversees regions with more specific regulation by area.

<http://tmecswim.org/library/local-area-committees-zones/>



According to USA Swimming. SWIM CLUBS are THE BACKBONE OF USA SWIMMING with 2800+ Local Clubs comprised of over 300,000 competitive swimmers. Swim Clubs are the foundation of USA Swimming and years of success are a direct result of our club system. Clubs give swimmers their very first swim team experiences and train our current and future Olympians.

We are the gateway to the Olympics, TMEC has 400 swimmers as of Sept 1.

USA Swimming Club Recognition Program Parent Governed Program

<http://tmecswim.org/library/usa-swimming-club-recognition-program/>

USA Swimming Club Recognition ...where TMEC stands and where we are heading into the future

The 2016 TMEC Board of Directors are using the charts below as a guide to achieve the level of recognition necessary thereby making our Club better. Recognition translates to attracting members, corporate donations and sponsorship.

The chart shows what is required to achieve the different levels of recognition. This is the standard set each club wishes to achieve in accordance with USA Swimming. The entire document is available on our website.

Starting in January 2016, The Board went to work to once again secured Level 1 status.

Our goal for the year was to achieve Level 2 (which are very close) by improving areas in Business & Organizational Success, Parent and Volunteer Development, Coach Development & Education, and lastly, Athlete Development & Performance. These four components are the basis for the USA Swimming Club Recognition Program. We should accomplish this landmark by years end.

When those interested in swimming choose a club and see the recognition level, they know instantly what the club is about. This is similar to the rating of a restaurant or hotel.

No club in the area is a solid number 2 or pressing toward 3.

See Charts below

What was secured



Level	Business & Organizational Success	Parent & Volunteer Development	Coach Development & Education	Athlete Development & Performance
1	Required (all 2 points-unless noted) - Mission Statement - Vision Statement - Create and adopt bylaws - Develop Annual Budget - Conduct annual tax obligation review - Conduct annual Business Insurance Review - Provide Safety Action Plan(s) - Board reviews annual IRS 990 form - Establish Standard Operating Policies & Procedures for processing team registrations, meet entries & medical forms & information - Conduct Pre-Employment Screening - USA Swimming Code of Conduct Communicated to club Members - Adopt and Publicize a Club Policy Concerning Reporting of Misconduct - Travel Policies - Implement Electronic Communication Policy - Action Plan to Address Bullying Additional - Register Name with State - Articles of Incorporation - Acquire Business License - Establish Standard Operating Policies & Procedures. Examples might include: payment of dues, non-payment policies, communicating practice schedules, etc. (3) - Diversity Information Collected	Required (all 2 points unless noted) - Club Policies & Procedures Communicated - Club Organizational Structure Communicated - Mission Statement Visible & Communicated To The Members - USA Swimming Parent Information Used (Or Comparable) - Parent/Club Roles Identified (1) - Newcomers Meeting Once A Season - Importance Of Volunteer Involvement Communicated Additional - Educational Topics for Parents Give one point for each of the above educational seminars/topics: swimming language, Parent/Athlete roles, Parent/Coach roles, or Athlete/Coach roles. (1-4) - Officials' Certification. Automatically receive 1 point for each 1% of the athlete membership that is registered as an official (up to a maximum of 3 points).	Required - Written agreement for Head Coach (Full or Part time) - Common Teaching Languages for Coaches - Racing Start Certification - Staff Orientation Additional - Head Coach Experience- Receive 1 point for each ASCA Certification Level plus 1 point for each full year of club, high school, college or Y coaching (maximum of 5 points). (1-5) - Commitment to Professional Development. Receive points for dollars devoted to professional development (2-5) - Annual Education/Clinics/In-Service Training/ Professional Development. Give the club 1 point for each experience up to a maximum of 3 points. (1-3) - Head Coach Tenure with Team. Receive 1 point for each full year the Head Coach has been with the team-up to 3 pts. (1-3) - Head Coach Involvement/Contribution to the Sport. Receive up to 5 points for involvement of the Hd Coach in the following areas: (1-5) - Local swimming organizations (Y, high school, ASCA state associations, etc.)-1 point - USA-S LSC governance-2 points - USA-S National governance/committee-3 points - Local clinic speaker-1 point - National clinic speaker-2 points - Coach for LSC sponsored camp or team-1 point - USA-S Zone Select camp coach-1 point - Take your team to the Olympic Training Center to train (for at least two days)-2 point - National Select Open Water Select Diversity Select camp coach-2 points each - Published article-1 point - USA National Team staff-3 points - General Chair of LSC (3) - Head Coach of USA-S Camp (3) - LSC Age Group Chair (3)	Required - Percentage of Registered Team Participants in 6 USA Swimming Competitions in the past 12 months. Receive 1 point for 10%, 2 pts for 20% up to 5 pts (50%). (1-5) - Identification of Program Structure and Progressions - Team Activities, Education and Character Development (2-5) Additional - Goal Setting Process for Athletes - Test sets. Earn 5 points if the team incorporates at least three different types of test sets completed on a regular basis throughout the year. (5) - IM Ready Challenge Participation. Club will automatically earn points based on the number of athletes between the ages of 9 and 14 years old who receive a score in the IMR program as a percentage of the total number of 9-14 year olds on the team: 10%-1 point 20%-2 points 30%-3 points 40%-4 points 50%-5 points - IM Xtreme Challenge Participation. Club will automatically earn points based on the number of athletes between the ages of 10 and 14 years old who receive a score in the IMX program as a percentage of the total number of 10-14 year olds on the team: 5%-1 point 10%-2 points 15%-3 points 20%-4 points 25%-5 points - Virtual Club Championships Ranking. The club will automatically receive points based on the national ranking in the Virtual Club Championships: 1 point for Top 1601-2400 2 points for Top 1201-1600 3 points for Top 801-1200 4 points for Top 401-800 5 points for Top 1-400 - Educate athletes on involvement in LSC and USA Swimming

Parent Governed Program

<http://tmecswim.org/library/usa-swimming-club-recognition-program/>

What we've accomplished



In addition to the items in Level 1:				
Level	Business & Organizational Success	Parent & Volunteer Development	Coach Development & Education	Athlete Development & Performance
2	Required (all 2 points-unless noted) - Establish Strategic Objectives - Establish Short-Term Goals - Annual Evaluation of Head Coach - Annual Evaluation of Staff - Participate in a USA Swimming Club Leadership & Business Management School (CLBMS) within the Past 4 Years (2-4 points) - Develop And Adopt Annual Budget Process & Calendar Submit calendar - Regular Board Review of Financial Statements and Tax Obligations - Send Representative to LSC Meetings - Monitor and Track Club Membership Statistics - Annual Review of Important Functions Additional - Maintain a Club Website - Have Facility Contracts - Develop Job Descriptions for Coaching Staff - Develop Job Descriptions for Volunteers and/or Board of Directors - Develop Employee Policies - Head Coach Member of Nominating Committee - Financial assistance / scholarship for underrepresented youth - Conduct a USA Swim wing Foundation registered Swim-a-Thon - Develop locker room monitoring policy - Develop Photography policy	Required (for all club types unless noted) - Parent Education Meetings. Receive one point for each parent education meeting in a year (4 points maximum). Enter the number of points. Examples of topics: Athlete growth & development, Nutrition & supplements, Training philosophies, Training progressions, Anatomy & physiology, Moving through the sport, or Dryland training (1-4) - Regular Newsletter - Structure of USA Swimming Communicated - General Membership Meeting Additional (for all club types unless noted) - Parent Education Section on Club Website (1) - Electronic Communication Other Than Website (1) - Other Communication Tools. List up to four additional communication tools that the club uses (1 point for each item up to 4 points maximum). Examples might include: Facebook, Twitter, calling tree, family mailboxes, "dumb question person", training group liaisons, bulletin boards, coach-parent meetings, parent coffees, etc., other social media (1-4) - Parent/Volunteer Development Program (1) - Officials' Workshops (1) - Officials' Certification. Automatically receive 1 point for each 1% of the athlete membership that is registered as an official (up to a maximum of 4 points). (1-4) - Conduct in-person parent meeting to cover safe sport policies & procedures	Required - Head Coach Attend Club Leadership & Business Management School Additional - Full-time Head Coach - Head Coach Tenure with Team. Receive 1 point for each full year the Head Coach has been with the team-up to 5 pts. (1-5) - Assistant Coach Tenure with Team. Receive 1 point for each full year an Assistant Coach (whoever has been with the team the longest) has been with the team-up to 3 pts. (1-3) - Head Coach Experience (see Level 1) (1-7) - Written Agreement for Assistant Coach (Full or Part Time) - Commitment to Professional Development. Receive points for dollars devoted to professional development (2-5). - Annual Education/Clinics In-Service Training/Professional Development (1-5) - Head Coach Involvement: Contribution to the Sport (1-3) - Local swimming organizations (Y, high school, ASCA state associations, etc.) 1 point - USA-S LSC governance 2 points - USA-S National governance/committee 3 points - Local clinic speaker 1 point - National clinic speaker 2 points - Coach for LSC sponsored camp or team 1 point - USA-S Zone Select camp coach 1 point - Take your team to the OTC to train (for at least two days) 2 point - National Select Open Water Select Diversity Select camp coach 2 points each - Published article 1 point - USA National Team staff 3 points - General Chair of LSC (3) - Head Coach of USA-S Camp (3) - LSC Age Group Chair (3) - Assistant Coach Involvement: Contribution to the Sport (same as above) (1-3) - Workout Planning Tool - Use Video to Educate Coaching Staff (1)	Required (for all club types) - Swimmers at LSC Championships (5) - Training Group Advancement Criteria (3) Additional - Test Sets (5) - Team Activities, Education and/or Character Development (1-5) - Compile and Maintain Team Records - Training Expectations for Each Practice Group - Drill Progressions for Each Practice Group - Skill Development for Each Practice Group - Performance Criteria for Each Practice Group - Dryland Fitness Program (3) - IM Xtreme e Challenge Participation. Club will automatically earn points based on the number of athletes between 10-14 years old who receive an IMX score as a percentage of the total number of 10-14 year olds on the team: 10%-1 point 20%-2 points 30%-3 points - IM Xtreme e Challenge Performance. Club will automatically receive points based on the number of athletes between 10-14 years old who receive an IMX average score per event of 400 points as a percentage of the total number of 10-14 year olds on the team: 5%-1 point 10%-2 points 15%-3 points - Virtual Club Championships. The club will automatically receive points based on the national ranking in the Virtual Club Championships: 1 point for Top 1401-1800 2 points for Top 1001-1400 3 points for Top 601-1000 4 points for Top 301-600 5 points for Top 1-300 - Athlete Attends Zone Select Camps - Athlete Attends Diversity Zone Select Camp - Use Video to Educate Athletes (1) - Disabled Athletes Train With Club - Participate in Open Water Meet - Designate an Athlete Liaison to the LSC



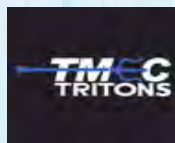
In agreement with USA Swimming and our vision as competitive swim club, the direction we are going with the restructure, reorganization, and changes are vital and necessary.

We are 329 member (400 swimmers), a half million dollar (annual expenditure) 501(c)3 non-profit organization.

We are accountable to the IRS to maintain our non-profit status. By observing laws and guidelines set forth by the state and federal governments, TMEC is in compliance.



A Message from TMEC Head Coaches on Group Restructuring



Vision

To offer our members and the Temecula, Murrieta Valley and its surrounding Inland Empire residents a world-class competitive swim program.

The overall purpose of our Team Restructure is to raise the competition level within the Temecula Swim Club across all groups. TMEC is a competitive swim team and it is our goal to compete at the highest level. We are looking to increase our team participation at Winter Invites and Junior Olympics. Hence, we want to strive to always achieve greatness at all levels.

Our focus will still be on swimmers to learn correct technique, but we will have a higher emphasis on creating a competitive environment. Our goal will be to develop well rounded swimmers who compete at all levels. As a team, it is our ambition to compete collectively at the top of Southern California Swimming.

In order for our Swimmers and our Club to achieve these aspirations, we have restructured and renamed our groups. These new groups will provide a clear and defined progression of our program.

We want members to clearly see the development in our age groups and senior level swimming within our Club. Our aim is to clearly define progression that will build trust between the membership and the Coaching staff. Having this understanding will open communication and have everyone focused towards a better environment for our Club.

Sincerely,
TMEC Coaching Staff

TEAM RESTRUCTURE

CRC Pool Location:

Group Name	Coach	Time
Senior Elite	Nathan	3:30 pm - 5:30 pm 5:30 pm - 6:15 pm Dryland
Age Group #2 (10&Under)	Nicole + Taylor	4:00 pm - 5:30 pm
Age Group Transition (11&Over)	TBD (2 coaches)	5:30 pm - 7:00 pm

CHS Pool Location: (Small Pool)

Group Name	Coach	Time
Stroke School #1	Taylor + TBD	5:15 pm - 6:45 pm
Stroke School #2	Taylor + TBD	5:50 pm - 6:40 pm
Age Group #3 (10&Under)	Taylor	6:45 pm - 7:45 pm

CHS Pool Location: (Big Pool)

Group Name	Coach	Time
Pre Senior (10&Over)	Jenn	5:15 pm - 6:45 pm
Senior (11&Over)	Jenn + Nathan	6:30 pm - 8:30 pm

MMHS

Group Name	Coach	Time
Age Group #1 (10&Under)	Carol + Nicole	5:30 pm - 6:00 pm Dryland 6:00 pm - 7:30 pm
Fitness	Sasha	Mon - Thurs