

# The JOURNAL

Official Publication of the  
National Interscholastic Swimming Coaches Association of America, Inc.



NISCA “Major League All-Stars” at 2023 Annual Conference, Knoxville Tennessee

## In this Issue:

Stress Relief for Coaches

Food, Calories, Energy, PERFORMANCE

It’s Almost Summer:  
*What to do Before They Leave*

“Madeline Buys a Fastskin!

Strength Training: STABILITY

Coaching Basics: GRIT and TRUST

Passages

Motivation Poster

Daily Coach

Brain Food

Bits and Pieces

***But WAIT, there’s more!***

**May - June 2023**



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# THE NISCA JOURNAL

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May - June 2023



## Table of Contents

Letterhead and Zone Information .....	2
President's Letter .....	3
LEADERSHIP: Stress Relief for Coaches, <i>by Kevin Pierce</i> .....	4
From The Editor .....	6
PASSAGES: Dr. Steve Montgomery .....	8
PASSAGES: Matt Schneider .....	10
It's Almost Summer - What To Do Before They Leave, <i>by Aimee Schmitt</i> .....	11
NUTRITION: Food = Calories = Energy = Performance! <i>by Dawn Weatherwax</i> .....	12
ARCHIVES: Madeline Buys a Fastskin, <i>by Michael J. Stott</i> .....	14
STRENGTH TRAINING: Essential Performance Characteristics - Stability (Part 1 of 3), <i>by Charlie Hoolihan</i> .....	16
COACHING BASICS: The Power of GRIT and TRUST, <i>by Dr. Karl Hamouche and Mike Peterson</i> .....	18
MOTIVATION POSTER: <i>Keep Swimming!</i> .....	21
TEAM SPOTLIGHT: <i>Ellsworth (Maine) Eagles Flying High!</i> .....	23
<i>Swimming Art Work by Nancy Bryant: Purchase Information</i> .....	24
BITS AND PIECES: Tidbits to Enhance Your Coaching and Life Experience .....	25
THE DAILY COACH .....	26
BRAIN FOOD .....	27
QUOTES: From "The Speed of Trust", <i>by Steven M. R. Covey</i> .....	28



### On the cover: "NISCA Major League All-Stars"

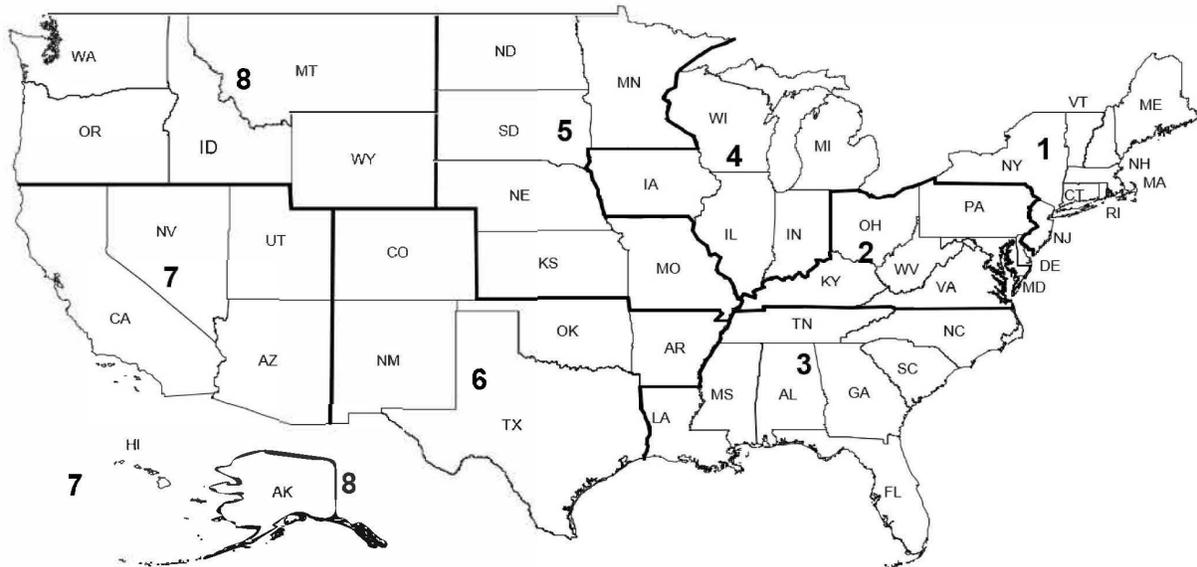
Front, kneeling, L to R: *Mark Jedow, Diane Hicks-Hughes, Eve Julian, Brad Jones, Nathali Jones*

Back, L to R: *Phil Emery, Tom Hudson, Nick Haydon, Mike Schuelke, Don Mason, Tamara Bretting, Eric Bartleson, Pete Hugo, Tim Sirois, Marney Shirley, Kirk Price, Arvel McElroy, Dana Abbott, Mark Onstott, Tom Wojslawowicz, Gregg Anderson, Ian Kobes, Darrin Millar*



**Back cover:** *Connor Hughes*, Ellsworth (ME) HS, after his 100 Free at the University of Maine in Orono at the Boy's Penobscot Valley Conference Championship in February. He works diligently to complete every workout, averaging up to 1600 yards in a 1-hour workout. He is a model of dedication to his sport, displays superb sportsmanship, and is an excellent teammate. When not cheering on his teammates, he cheers on swimmers from the other team, focusing on those needing encouragement. He is fully embraced by his own teammates who help him as needed, and is cheered on when swimming. He is always 'first in his lane' and his pure joy of completing and competing his race is evident in the picture. His demeanor and performance earned him the 'Phil Emery Spirit of the Sport Award' for 2022/23, presented by the Maine Interscholastic Swim League Coaches.

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**National Interscholastic Swimming Coaches Association of America**  
**To Educate... To Promote... To Honor.**

Dear NISCA Members,

I have been reflecting on the tasks and direction NISCA has taken the past few years. I dived into our history to reacquaint myself with how we started, looked at where we are currently and what we want to achieve as we move forward.

NISCA today provides education opportunities for coaches through coaching workshops, education materials, and multiple media platforms. It promotes the sport through athlete recognition and honors coaches.

**Why did I join NISCA?** My interscholastic coaching career began as a middle school coach in the early 1990s. A mentor coach urged me to join the organization and shared NISCA Journals with me. We often talked about how ridiculously fast the All America kids were. I got into coaching because I loved the sport and I enjoyed teaching kids how to swim. Like many of you, I have had my share of success stories and still enjoy developing athletes to achieve their fullest potential.

My journey to becoming President of the organization began in 2017 when I assumed the Girls All America chair upon the untimely passing of Richard Wachs, a great gentleman and a true workhorse. I was later appointed Zone 6 director and then elected President-Elect in 2021. I am serving multiple roles within the organization as many of our current board members do. We do it out of love for the sport and hope your passion is the same as ours.

**So, what are my goals in the next biennium?** Our membership numbers are strong, but we need to engage and mentor more coaches in the administration and operations of NISCA. We need understudies for many of our programs. We need to do more to recognize outstanding coaches. We need to look at how we operate as an organization. Are we doing the best job connecting with coaches and providing strong educational opportunities to develop the next generation of coaches and sustain interscholastic swimming excellence? We are currently exploring options to change the timing of the annual Conference to allow more of the membership to join us. Changing from scheduling Conference during the NCAA Division I Championships generated many strong opinions both ways, but a survey of our membership suggests we need to look at a different time to better serve our organization.

**Do not be surprised** if I reach out to you to discuss how you can serve this amazing organization. **We need you!** Many have been members for years and have developed necessary skills to educate the next generation of coaches. We all know there is currently a shortage of teachers and coaches in this nation. New coaches are going to need guidance as they navigate the complexities of this profession. **Please consider stepping up to help NISCA as we grow together.**

Best wishes to you all! I look forward to serving as your president. If you have any ideas or suggestions on how NISCA can better serve our membership, please reach out to me.

Sincerely,

Mark Jedow

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## Stress Relief for Coaches

Kevin Pierce, *NISCA Coaches Education Chair*

***Coaching is a demanding job that requires a lot of dedication and hard work. Whether you are coaching a youth sports team a high school team or a college team, the pressure can be overwhelming at times. It's essential to prioritize your mental health and find ways to relieve stress.***

Here are some stress relief tips for coaches:

### **Prioritize Self-Care**

Coaching is a job that can easily consume all your time and energy. It's crucial to take care of your physical and mental health by getting enough sleep, eating a balanced diet, and exercising regularly. Make time for activities that you enjoy, such as reading, listening to music, or spending time with family and friends.

### **Practice Mindfulness**

Mindfulness is a practice that involves being present in the moment without judgment. It can help reduce stress and improve overall well-being. Consider practicing mindfulness exercises such as deep breathing, meditation, or yoga. These activities can help you relax and clear your mind, allowing you to focus better.

### **Take Breaks**

Coaches often have a lot of responsibilities and little downtime. It's important to take breaks throughout the day to recharge and refocus. Consider taking a short walk, stretching, or just sitting in silence for a few minutes. These activities can help you reset and come back to your coaching duties with renewed energy.

### **Seek Support**

Coaching can be a lonely job, but it doesn't have to be. Reach out to other coaches, mentors, or colleagues for support. Sharing your challenges and successes with others can help you feel less isolated and more supported. Consider joining a coaching network or attending coaching conferences to connect with others in the industry.

### **Maintain Perspective**

Coaching can be an emotional roller coaster, with many highs and lows. It's important to maintain perspective and remember that winning and losing are not everything. Focus on the positive experiences and the progress that your team has made. Celebrate small victories along the way, and remember that coaching is about developing athletes as people, not just as players.

**By incorporating these stress relief tips into your coaching routine, you can improve your overall well-being and become a better coach.**





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## FROM YOUR EDITOR

Once again, we are preparing for the summer, storing equipment, doing inventory, looking at next year's meet schedules and budget, planning end-of-year team meetings and/or athlete evaluations and conferences, and a myriad of other chores and duties we have performed so many times we could probably do them blindfolded.

Many of us may be returning (again) to summer jobs with club or summer league teams. Some may be teaching summer school or have a non-swimming gig lined up to help out with the home budget. Some will be fortunate to load up the family car and head for the mountains, the seashore, or a quiet cottage getaway. Some will kick back, grab a stack of books that have been awaiting reading, or go looking for the tackle box and favorite fly-casting rod and reel, determined this summer to bring home that big one that somehow always eludes you. Maybe you're going camping, hiking the national parks, flying across the pond to cruise canals or wide meandering rivers.

Whatever your summer plans are, remember when you were little and how long it took for summer to get here, and as long as the breaks were *supposed* to take, they were over all too soon? Nothing has changed, friends. It still goes by fast, sometimes WAY too fast. **Don't let it slip away.** Chaucer wrote, "Time and tide wait for no man." Ben Franklin said, "Lost time is never found again." Even Dr. Seuss noted, "**How did it get so late so soon? It's night before it's afternoon. December is here before it's June. My goodness how the time has flown. How did it get so late so soon?**"



How did it get so late so soon?  
It's night before it's afternoon.  
December is here before it's June.  
My goodness how the time has flown.  
How did it get so late so soon?

~ Theodor Geisel

It's tempting to want to take your shoes off, find a comfy chair, lean back and "rest your eyes" as Dad used to say, and it's just fine to do that to help you switch gears and decompress a bit. Even Bertrand Russell said, "The time you enjoy wasting is not wasted time." Just don't sit there until it's time to go back to in-service to start the next school term!



"Take care of yourself, take care of each other, and the rest will take care of itself." Eddie Reese said that. To take care of yourself, focus on health, both physical and mental. Some great advice and suggestions in the Kevin Pierce leadership article and in Brain Food this month. [Read.](#)



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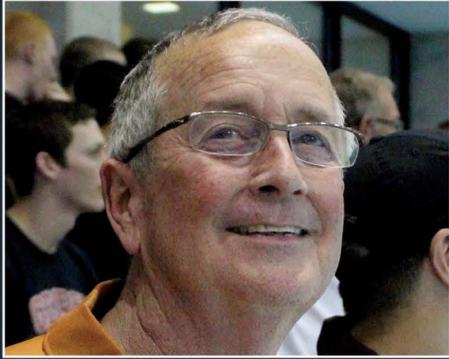
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**TEACHING LIFE**

**BY CHUCK WARNER**

**WITH DANA ABBOTT**

[Adapted excerpt from book, on *Competitiveness*]

***“Personally, I try to get better at everything I do every year.”***

Science says that the entire cellular makeup of a human being is replaced every seven years. As our time on earth passes, we have the choice to strive for personal growth mentally and physically, or not. Like all of us, Eddie Reese isn't physically the same person he was years ago, yet he makes sure that his mind continues to grow. And as he will gladly admit, with that passing of time perhaps a little of his internal fire has been traded for a more philosophical view of competition. In an interview in 2018, he had this to say:

***Now when we compete, we're still as competitive as can be when that gun goes off, but afterward you shake hands and are happy for the winner. I heard something years ago, “At the end of the contest you should not be able to tell the winners from the losers.” I realize that might be impossible. But it sure sounds good.***

***No printed word, nor spoken plea can teach young minds what they should be.  
Not all the books on all the shelves - but what the teachers are themselves.***

*-Rudyard Kipling*

## PASSAGES

# Steve Montgomery

“Dr. Steve”

Courtesy Texas Swimming and Diving Hall of Fame



**Stephen Boyd Montgomery**, 86, passed away at home on February 21, 2023 in Spring, TX. He impacted the lives of countless people through his dedication and achievements in the Army reserves, as a teacher and perhaps most notably as a Christian, as a coach, and as a friend.

Steve is survived by his loving wife of 34 years, Carol, his son William, daughters Tina Gammill and Gina Allen, as well as 8 grandchildren and 15 great-grandchildren.

Steve enlisted in the National Guard as an E2 combat engineer in 1955. Over the years he advanced to the rank of E7 and left the Guard in 1967. After a 10-year absence from the military, he served in the Army Reserves from 1977 to 1989, advancing along the way to the rank of Lieutenant Colonel.

While serving in the Guard, Steve also worked as a teacher and coach. His educational background includes a PhD from Texas A&M (He was a proud Aggie and wore their colors above all else). **Steve initially coached football, but made a major mark with his coaching of swimming.** He started coaching swimming in the mid- 1960's at **Pasadena High School**, started the Bayshore Swim Club, and by 1972, became the **assistant coach of Texas A&M University** and head coach of the B&CS Swim Club. Over the years, many state champions were coached by Steve Montgomery. **He received numerous awards over the years including the National Interscholastic Swim Coaches Association (NISCA) Outstanding Service Award in 2002**, induction into the Legends of Texas Hall of Fame in 2007, and the Texas Swimming and Diving Hall of Fame in 2016.

Most recently, in 2023, Steve will be the first recipient of a new award that was created in his honor, **The Dr. Steve Montgomery Outstanding Service Award from the Texas Interscholastic Swim Coaches Association (TISCA)**. He is affectionately referred to as "Coach" by many of his former swimmers- and when asked how they would describe him, the responses were: friend, father-figure, mentor, encourager. He is lovingly remembered: *“The world is a better place because of him”*, and *“He saved my life”*.

Spending the bulk of his life in east Texas, it was hard to not see how many people he knew. At restaurants and while traveling, it was common for people to come up to him and talk about the influence he had on their lives. He was always happy to visit with people. When he wasn't working, Steve spent a lot of time with the Kiwanis organization and with his church family at The Woodlands Christian Church.

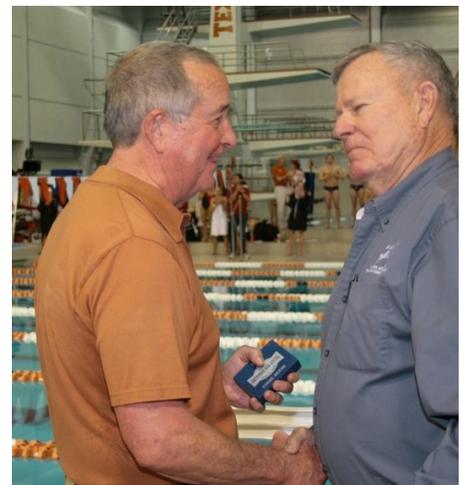
After retiring from coaching, Steve worked many years at Daktronics, a company that makes the scoreboards for natatoriums and other sports facilities. He travelled about the country representing the company at various swim centers and events. He maintained his passion for sports throughout his life. When he finally retired “the last time” a few years ago, he regularly watched baseball, football and golf on television and at times would coach the players from his armchair. Always the coach. Always the cheerleader.

And -always- **“Dr. Steve”!**

His passing leaves a big hole in our hearts.



George Block presents Dr. Steve with TSDOA Hall of Fame Award, 2016



Dr. Steve congratulated by Eddie Reese



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## PASSAGES

### **Matt Schneider**

1960-2023

*Past President, TISCA - Texas Interscholastic Swimming Coaches Association, 1998-2000*



Matthew Rudolph "Matt" Schneider was an amazing swim coach. He was the coach at Texarkana Independent School District for 13 years and the Assistant Swim Coach at Henderson State University for 5 years. He had a genuine care for his students and athletes which was visibly apparent when you saw him on the pool deck. His enthusiasm was contagious and exuberant. His compassion for his athletes and his fellow coaches was extraordinary. He could be deadly serious when in pursuit of a worthy goal, and as joyful as a child in celebration of his swimmers' achievements and successes.

During his time as a coach, 62 of his athletes earned TISCA All State honors. They achieved this 182 times, in all 24 swimming and diving events. 37 athletes earned NISCA Academic All America, 56 athletes achieved Consideration All America times, and 11 athletes made First Team All America 15 times in 8 events.

His teams won 131 District events, set 74 District records, won 27 Regional events, set 14 Regional records, won 12 State events, and set 2 state records.



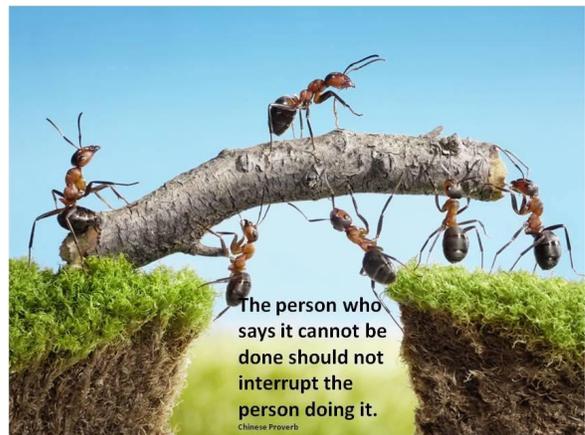
*From former TISCA VP, Bob Button, Bay City HS, Bay City TX:*

In the late 1990's, Matt worked closely with personnel at the UIL (University Interscholastic League, governing body for all extracurricular activities in Texas) with a goal of creating the original 4A/5A divisions (from a single 5A class) for Texas high school swimming and diving. Once a viable solution to the numerous hurdles were worked out, he led a handful of influential coaches who presented their proposal to the Legislative Council.

After one failed attempt - and a year of "back to the drawing board" work, Matt took his TISCA coaches back to Austin. The effort he spearheaded was successful and our state meet doubled in size almost overnight.

Since then, our sport has benefited from outstanding cooperation between TISCA and the UIL. Matt proved to them that TISCA is a pro-athlete organization with no hidden agenda. When TISCA lobbies for rule/policy changes, it's for the kids' benefit.

Without Matt Schneider's work twenty-five years ago, our athletes might not have had the incredible opportunities they have today, like 24 qualifiers for each State Championship division (instead of 16), or consolation finals in Region meets, and probably not a newly created **third** division for swimming and diving. The efforts of Matt and his influential coaching colleagues took UIL Swimming and Diving from just the original single-division format 5A, to 4A/5A, to 4A/5A/6A. **HUGE growth.**



Many of us learned a great deal from Matt. He was a great friend, an outstanding coach, and a fine educator.



DEPARTMENT: Between Seasons

## It's Almost Summer - What To Do Before They Leave

by Aimee Schmitt

*Swimming is a "what have you done for me lately" sport. If you are not in the pool, putting in time and effort--you do not make or keep any gains. Ask any swimmer what it feels like to come back to practices after a two week break and you will most likely hear a groan of agony. The sport of swimming is not a bank account that accrues interest, rather it seems there is a fee for every day a "deposit" of hard work in the pool is not made. If you are out of the water, you are essentially out of shape. And getting out of shape athletes "in shape" can take weeks if not months. Coaches know this. An athlete that is already in swim condition when they return to school is most likely to improve in their next season.*

So what to do about summer? What are the options? For most schools this time period is seventy-plus days without high school swimming. Here is how to encourage your swimmers to hold on to the gains they've made all year.

**1. Swim.** Encourage them to just swim--anywhere. Go to a local community pool and do laps; join a local club; participate in a summer league team; or go to a swim camp. A minimum of three times a week in the water will help swimmers maintain their "feel" and keep basic conditioning.

**2. Offer basic practices.** Provide 10-12 simple practices your athletes can use to practice on their own. If something is written down from a coach it can motivate athletes to get in the pool or exercise weekly.

**3. Final Team Meeting.** Talk about ways to stay in shape over the summer and local resources that are available and sample practices. Ask your team to share what their plans are to stay in shape. Use this time to talk about what their goals are for the next year. It is never too early to plant the seeds of the next season to take ownership of their athletic journey.

**4. Create a summer clinic.** Work with your school district or local community team to see what is allowed. Even a short one day clinic can help your swimmers stay in touch with skills and techniques.

**5. Encourage athletes to stay physically active.** Even if they cannot swim, talk about a stretching routine, strength routine, or specific core exercises they can do at home or at a gym to

improve their strength and conditioning outside the pool.

**6. Provide Fall dates for tryouts.** It may seem like months away--to them, but from a coach's perspective--making sure the swimmers know that the Fall season will come fast and you expect them to arrive ready is a carrot that can motivate them through the off-season.

**7. Log activity.** Provide a one page spreadsheet to check off and turn in prior to Fall tryouts. Encourage athletes to continue using a log book to record their training and their goals and summer meet times so you can review upon their return. Letting your swimmers know you care can be a huge motivator for them to pursue their goals through summer.

**As your year comes to a close, you can encourage your athletes to mentally prepare for "getting back in shape" and a successful high school season long before the first school bell rings in the Fall.**

*Aimee Schmitt is a former NCAA All-American swimmer for Stanford University, coach, author, and avid believer in goal-setting.*



**HOW DO YOU PLAN YOUR SEASON?**

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A spiral-bound notebook with a blue cover featuring a swimmer in action. The title 'THE ULTIMATE SWIM LOG AND GOAL PLANNER' and the author's name 'AIMEE SCHMITT' are visible on the cover.

## NUTRITION

# Food = Calories = Energy = Performance!

By Dawn Weatherwax, RD, LD, ATC, CSCS

### *“How Much Fuel Should I Eat a Day?”*

75% of athletes get it **WRONG!**

As long course, Olympics, and Endurance events get underway a common question is “How much do I need to eat? This is a loaded question.

Athletes need optimal energy to train, recharge, recover, and perform! It is also essential for growth, immunity, avoiding injury and every aspect of bodily functions. It affects both males and females of all ages; however, 75% of athletes undereat.

### Signs of Under Eating

- ◆ Weight loss
- ◆ Fatigued all the time
- ◆ Chronic soreness or prolonged recovery
- ◆ Not finishing strong
- ◆ Hard to stay with pace, timed trainings or not progressing as expected
- ◆ Irritable
- ◆ Lack of growth (weight/height)
- ◆ Not happy, low self-esteem, sadness, not motivated
- ◆ Inconsistent or lack of menstrual cycle
- ◆ Decreased libido
- ◆ Increased rate of sickness/injuries (stress fractures)
- ◆ Dry skin
- ◆ Consistently cold
- ◆ Digestive health changed
- ◆ Change in sleep quality and quantity

### Mistaken Cues: Hunger & Fullness

Hunger and fullness is not always a good indicator of optimal fueling; especially for people on the leaner side or on the lower end of the growth and weight chart. Many times the brain is not matching the signals of what the body needs and the stomach gets full before properly nourished. The best way to see if the caloric needs are being met for all situations is logging on an app. Cronometer is my favorite one so far.

### Common Error

When training intensifies most athletes don't increase their caloric intake to match. This can only lead to substandard outcomes.

### How to Calculate Energy Needs

#### *Quick method for collegiate or younger swimmer*

The average female mid/high school/collegiate swimmer needs ~2200-3500 calories a day and males can range from ~2200-5000 calories a day!

#### *Quick Method for All*

Cronometer: Open free app and input information to calculate energy needs. Make sure you say **Very Active** for activity! Please note that the calculations on these sites are not always optimal for athletes but they are still a good place to start. (*free app download and info at [chronometer.com](http://chronometer.com)*)

#### *Advanced Method for All*

Indirect Calorimetry or Resting Metabolic Rate (RMR) testing. This is what I do at my business. We do an actual measurement of how many calories you burn (RMR). Then we do an extensive food and activity recall to see if this matches the recommended measurement/calculations and individualize from there. Some places that have these devices can travel. This measurement is highly recommended for the serious or elite athlete and should be measured at least once a year. The change in daily caloric needs vary greatly pending on training. Working with a Sports Dietitian is highly recommended to make sure caloric needs match the training throughout the year.

### What you Eat Does Matter

Please understand it does make a difference where these calories come from, in what amounts and at what times. To learn more, please refer to past and future Swimming World nutrition articles.

### Conclusion

Fueling properly and varying caloric needs with training fosters an optimum foundation for peak health and performance! To get a sense on how to accurately eat enough with ideal food options go to **[www.SN2G.com](http://www.SN2G.com)**.

*Dawn Weatherwax is a Registered/Licensed Dietitian with a specialty in Sports Nutrition and is the Founder of **Sports Nutrition 2Go** and **Dawn Weatherwax's Sports Nutrition Academy**. She has been working with athletes for over 25 years. She is also the author of *The Official Snack Guide for Beleaguered Sports Parents*, *The Complete Idiot's Guide to Sports Nutrition* and *The Sports Nutrition Guide for Young Athletes*.*

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- How many calories needed
- Taking out the guess work
- Stay healthy, tons of energy, avoid plateaus, grow, optimize recovery
- Questions via chat!
- Online Programs:
  - **WHAT TO EAT & SUPPLEMENT FOR DAILY, SWIM MEET, HOLIDAY TRAINING**
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SUCCESS



### Athletes' Stories

**Grant H** -Gained over 55lb of lean weight, Top 10 in the country. Added nutrition age 14yr.

**Mariah D.**-Gained 25lb of lean, got leaner, Top 10 in the country. Added nutrition age 13yr.

**Emma D**-Got leaner. Won State! **HS**-13yr. Tired & barely improving to Rocking it at every meet, growing:



# Madeline Buys a Fastskin

Michael J. Stott

Her first words after qualifying 12th in prelims were “Coach, do you think I should buy a Fastskin?” This from a captain who had barely recorded a lifetime best in the 500 free, a girl who might be able to find a few more seconds in finals and whose teammates thought she walked – not swam – on water.

“Sure, Madeline, why not,” I replied.

High performance bodysuits have been with us since the late Nineties. No matter the brand or advertising the end result of this laser-fitted aquatic engineering has reduced turbulence and produced faster times. Truth be told, most of my secondary school swimmers don’t go high tech. High-length suits suffice for boys while the girls prefer traditional apparel though one young lady likes Aquablades for prelims and Fastskins for finals. Whatever.

But this day was special. Two nights before I had admonished the girls that as a third or fourth seed (we’d lost a ton of points from the previous year) any chance of winning the state meet would come from swimming above seed in prelims and then again at night.

We got a jumpstart on Day One when our guys galvanized everyone with a second place school record time in the 200 medley relay. Momentum built from there and with 24 hours to go the girls were in first.

Day Two opened with tired swimmers. Arising at 6 and warm-ups at seven isn’t the breakfast of choice for most teenagers. However Madeline’s morning swim was a wakeup call that once again energized our squad. In the next heat another captain qualified second in the 500. Then a 32nd seeded boy finished 18th. In the 100 breaststroke a boy captain and eventual state champ qualified first while another dropped 5 seconds. Two female underclassmen swam best times and both girls’ relays made finals.

The psyche sheet had our main competition pulling away on the second day beginning with the 100 free in which we had no qualifiers. After prelims they didn’t either. Then came the seminal swim. Madeline, in her Fastskin, took the block in lane 2. Hanging just behind the second seed at a personal record pace, she began an inexorable crawl toward first. At the 250 mark Madeline was stroke for stroke for second. At the 375 she pulled even with the leader.

The cacophony from our side was deafening. At the bell Madeline powered out a 32.97 final 50 to win by four seconds. Photos at the finish show a swimmer in total disbelief. When teammates asked her if she could see or hear them cheering she responded, “I really couldn’t see anyone, but I heard a lot of noise and when I heard the bell I thought ‘maybe they’re cheering for me.’”



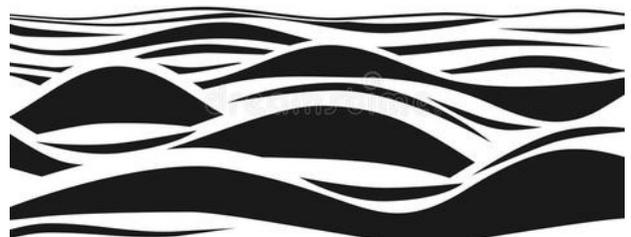
From there it was just one tsunami after another for our Collegiate Cougars. Two All-American consideration swims from our boys, a top 11 finish by an eighth grader and some awesome relay splits kept the tide flowing. The Fastskin made its last appearance in the 400 free relay. The team had qualified sixth but when Madeline split her 100 by a lifetime best three seconds the relay team was on its way to a third place, All-State finish.

I’ve interviewed enough world class coaches to know that outstanding performances never happen without proper training. For highly conditioned athletes it’s always about opportunity meeting preparation. In a championship environment, mental toughness (think Michael Phelps or Natalie Coughlin) and positive attitude make a huge difference.

Over the years I’ve watched one Richmond, Virginia summer league team emerge as perennial champions when all the numbers dictated otherwise. I once asked the coach how that was possible. After some reflection he said, “***I don’t think the kids know they are supposed to lose.***”

Maybe our Cougars didn’t either. Madeline’s swim set the table for both teams. The boys ended a rebuilding year in fourth. The girls . . . well, the girls used depth, heart and inspiration to notch their first state championship since 1998.

*Was it the Fastskin?* I suspect it wasn’t about the suit at all, but about the motivation and the team’s belief in the wearer. And as a coach, I’ll take mind over matter any day.



## OUR WRITERS: Michael J. Stott

Adapted from personal correspondence and conversations

Mike Stott's journey into high school swim coaching was a bit unusual. He attended New Trier High School in Winnetka, Illinois and was a team manager for the legendary "Mr. NISCA" himself, Dave Robertson. Mike then managed The College of Wooster team very briefly, but got heavily involved in summer swim team and league administration when his oldest son started swimming (1979). Through a sense of responsibility and duty he became the main team parent and helped resuscitate a once successful team. He then (like so many of us 'veteran lifers' in the high school world) kept at it for 40 years, hiring coaches and staying close to all phases of summer league operations.

His second son David became a very successful summer league assistant and then head coach. While teaching English and film at The Collegiate School in Richmond VA he built a firm foundation for the high school program which he ran for six years, running up a 62-1 girls team dual meet record. In spring of 2002 he told the school he was leaving to try and become a regular on Saturday Night Live in five years. (*That never happened*, but he's teaching film in the CCNY system now. So.)

That left the swim coach job open. Two Collegiate parents Mike respected greatly, and who were heavily involved in summer league and knew him well, approached him separately over a period of ten days and said very pointedly, "**You need to apply for that job.**"

Mike had helped his son David with strategy and knew his son's program well. After some deliberation he applied and got the job. He was fortunate to have had very strong references from some high school coaching colleagues which obviously helped. Having been around the team before, helping at meets for so long, he was a known commodity. The irony was that other than being a successful Masters swimmer and having run some winter summer league clinics, he had never *coached* a swim team. Administered a team and league, oh yes, but not *coached*. So at age 59 he got his first swimming coach job ("It's NEVER too late!"). He retired 15 years later with 9 state championships and was voted into the Collegiate School's Athletic Hall of Fame having won more state titles than any other coach (all sports) in the 102 year history of the school!

He knew how to coach kids, having coached recreation and travel soccer for 20 seasons, but as far as being a swim coach, he certainly took a very unconventional path. Mike credits most of his coaching education came from OJT (on the job training), ASCA clinics, his association with NISCA, and says writing for *Swimming World* and its sister publications (since 1992) was a huge help. He learned well. He is an ASCA Level 5 coach. **And** he's contributed numerous excellent articles to *The JOURNAL*. *We eagerly await the next one!*



## STRENGTH TRAINING

# Training Three Essential Performance Characteristics

## Part 1 of 3: Stability

Charlie Hoolihan, *ASCA Swimming Strength and Conditioning Specialist (SSCS)*

Stability, strength, and power are performance characteristics needed for athletic success.

This is the first of a three-part series on developing these characteristics for swimmers, starting with stability.

Athletic stability comes when an individual can control how the rest of the body reacts to one part of the body, producing force. In most sports, this occurs when the foot hits the ground to propel the athlete in the required direction. In swimming, it happens when the hand "catches" the water. While the foot and hand produce propulsive force, other limbs must respond in a manner that enables force production to be efficient with minimal extraneous movements. Stability training helps limit unnecessary movements.

While the catch, pull, and finish is critical propulsive movements for swimmers, the kick is also a propulsive and stabilizing force. Because of this and the fact propulsion is created in the water, it can be argued establishing a stable central platform is more important for swimming than most sports.

To create the platform, including exercises that require the torso region between the ribs and hips to become a central conduit through which movement from the arms and legs can occur efficiently. Transmitting multi-directional movement through the torso requires a mix of isometric strength and momentum reaction strength. For these reasons, most stability exercises should include a stable platform at the torso to support movement in the legs and arms.

Planks, suspension trainers, bear crawl, and force direction resistance exercise positions are offered here to establish the basics of an effective stability program in the off-season and beginning of the season. While this article will discuss the basics of each, more advanced exercise versions can be found on the **ASCA Swimming Strength and Conditioning** Facebook page.

### Planks – teaching the basics of the platform and conduit

The plank position is an ideal beginning for swimmers to learn how to control their conduit muscles while movement occurs in their arms and legs. For this reason, it's essential to find a starting position reflective of the athlete's torso strength and encourages a relatively straight line from head to feet.

The front and side plank photos (*top of next column*) show this straight line with the athlete's elbows on a box to lessen the demand on the central conduit muscles. A suitable height can be found starting at a higher elbow position elevation (even a wall) or the floor.



Once the proper linear position is found, adding arm and leg movements create a challenge to maintain the line during these movements. Starter exercises like lifting alternating legs or arms, then adding bands and light dumbbells to stimulate various directional demands can develop a stable platform.

### **Suspension trainers – hands-to-feet planks!**

Suspension training rose to prominence in the early 2000s with the development of TRX straps. Since then, various products that allow the athlete to hold on to handles and suspend themselves in various positions have emerged and offer swimmers one of the best ways to stimulate conduit stability while adding movement.

Like planks, it's necessary to find and maintain hands-to-feet linear stability. Because the elevation angle can be quickly controlled by foot or hand placement on the floor, all levels of torso strength can be accommodated promptly.



### Suspension Training

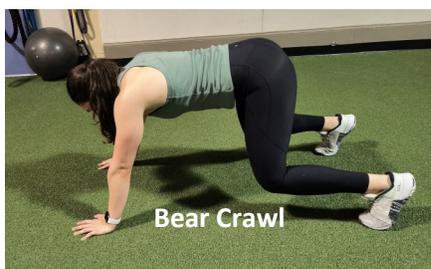
The photo above shows the athlete holding two gymnastics rings (the most cost-effective suspension equipment) overhead while facing the anchor point. This exercise stimulates the entire posterior muscle groups from feet to hands – something a front or side plank can't accomplish.

From this and the reverse facing down position, arm raising and lowering, pulling, pushing, and rotational movements can be added to challenge the conduit's ability to maintain the stable platform.

#### **Bear Crawl position: Adding movement and strength**

A bear crawl position with the limbs at 90-degree angles and the spine parallel to the floor can create numerous movement stability challenges. The photo demonstrates a starting position that should be maintained during different movements.

The athlete can crawl forwards, backward, and laterally, maintain a still position, and move arms and legs. Advanced examples on the ASCA FB page include sled pushes and pulls, single-arm dumbbell rows, push-ups while maintaining the bear crawl leg position, or presses from an overhead band anchor point.



#### **Force direction resistance band exercise positions**

Force direction resistance is the very essence of stability control. A force tries to pull the whole body in one direction while movement needs to occur in another. Sometimes called "anti-rotation or anti-flexion/extension, band or cable exercises requiring a stable platform throughout the start, execution, and return point are great ways to develop stability awareness and strength.



The photo above shows the athlete standing shoulder width while holding a band straight before her. Strong forces are trying to pull her into rotation or to her side, which are resisted by muscles that perform rotation or lateral movement.

From this position, a rotation in the opposite direction of the pull, then returning to an isometric hold at the start, increases rotational strength and requires stability at the finish. The arms can be moved up and down as well to resist the lateral demands as well.

A lower body component can be added by moving the legs from side to side or with hip rotation with the arms locked in the isometric straight hold position.

#### **Stability season planning**

Because having a stable platform is essential for full-body compound strength and power exercises, stability training should occupy a priority in pre and early-season land training. Elemental power and strength exercises should also be included, but stability goals and achievements are the focus.

Four to six weeks of maximal priority should be sufficient, depending on the swimmer's experience and strength. As the rest of the season progresses, a few essential stability exercises can be included during the strength and power phases, but these serve as linear position reminders. A plank position with a triceps extension is an example.

The next article will discuss applying strength development exercises to the solid platform!

*Charlie Hoolihan is the Swimming Strength and Conditioning Specialist Certification Coordinator for the American Swim Coaches Association and has been strength training swimmers since 1990. He's also a presenter and writer for numerous national fitness organizations and publications.*

*You can set up a complimentary team-specific dryland training analysis of your resources and programming by contacting him at [charliehoolihan@gmail.com](mailto:charliehoolihan@gmail.com)*



## The Power of GRIT and TRUST

By Karl Hamouche, M.D., and Mike Peterson, *Swim Smart*

### Making the Most of Every Opportunity

In a world with everything at our fingertips and instant gratification, developing “grit” has become the most important skill any person can develop. The first step in making this a teaching priority for your swimmers is for you (the coach) to be aware of the topic. Now that you read that last sentence, you are aware.

Next, you need to learn about grit yourself, and the expert in the field is Dr. Angela Duckworth, a PhD who studied the idea of grit and summarized her lifelong experiments in her book called *Grit*. The simplest thing to do now is read the book and as you go along, summarize and share what you learn with your swimmers on a weekly basis. Teach them that the idea of grit has been around for decades but has resurfaced in the science community. Teach them that ***grit is the drive to chase a dream DESPITE setbacks and years of commitment.*** Teach that grit was studied in kids training for the spelling bee and recruits at West Point Academy and that ***it explained more of who would be successful than either grades or socioeconomic status.***

Better yet, turn the team into a book club! Have them read one chapter a week and spend a few minutes a week talking about what we all learned. Make it part of your goal sheet. ***What are we going to do to improve our grit?*** It can even be a team goal and a theme for the season.

Ok, that’s a lot of work. At the very least, show Dr. Duckworth’s 6-minute TED talk (<https://tinyurl.com/3w3xuvx8>). There are many others about sports psychology, habits of successful people and developing a character that leads to the team culture you want to build. ***Search and explore --- lots of good stuff!***

For instance, developing trust among your athletes is another character feature that can improve team culture. Here are some tips from Steven Covey’s book *The Speed of Trust*:

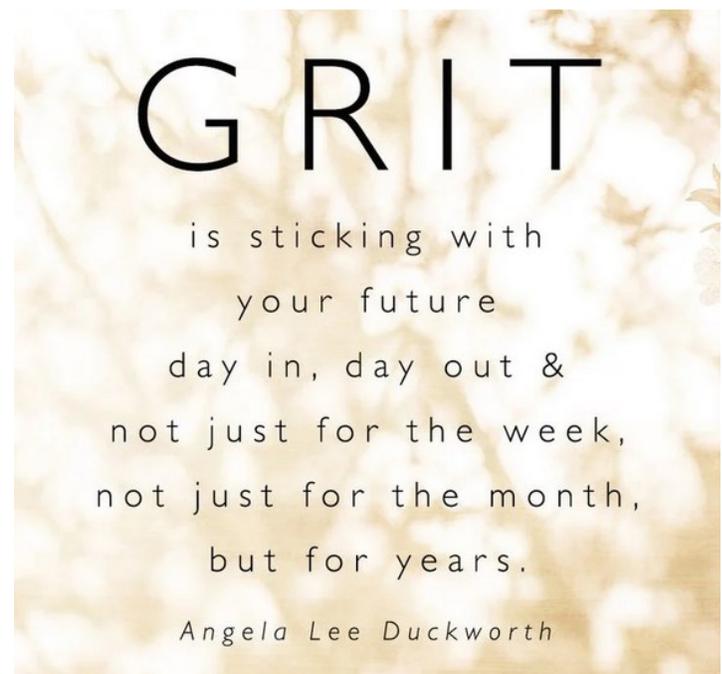
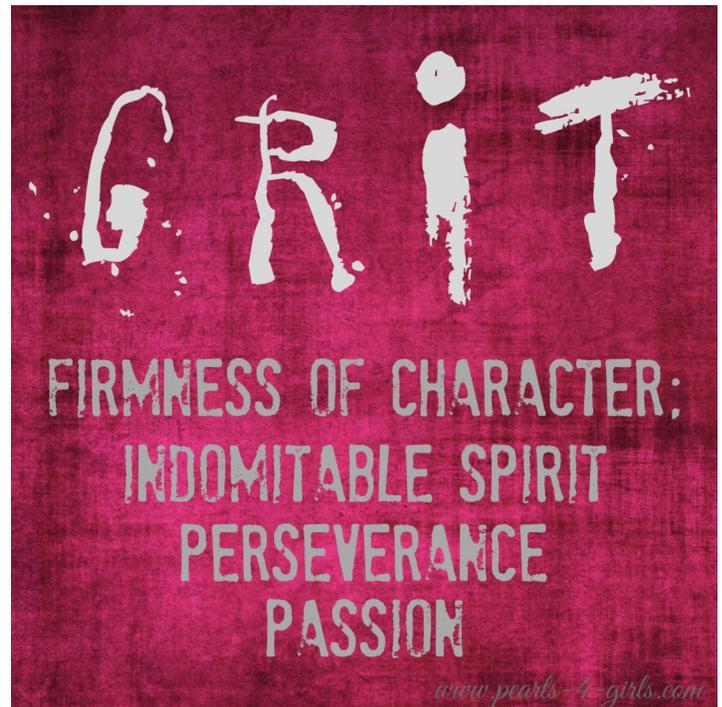
- ◆ **Talk Straight.** Say what you truly mean. Don't "spin" the truth and don't lie.
  - ◆ **Demonstrate Respect.** Show you truly care about people, even if they can do nothing for you. Don't disrespect people or hide that you care.
  - ◆ **Create Transparency.** Be open and honest. Don't withhold information, create illusions, or pretend.
  - ◆ **Right Wrongs.** Admit your mistakes and repair them. Don't get defensive or cover up mistakes.
  - ◆ **Show Loyalty.** Be respectful to those absent and give others credit. Don't badmouth others behind their backs or sell people out.
  - ◆ **Deliver Results.** Get things done. Don't overpromise and under deliver.
- ◆ **Get Better.** Constantly improve your skills. Don't deteriorate or force every problem into one solution.
  - ◆ **Confront Reality.** Confront the undiscussables and shoot the elephants in the room. Don't bury your head in the sand or skirt around the real issues.
  - ◆ **Clarify Expectations:** Find out what others want in terms of goals, wants, and needs. Don't assume you know what others' expectations are and don't be vague about your own goals.
  - ◆ **Practice Accountability.** Take responsibility and make others take responsibility as well. Don't just say, "It's not my fault!" or immediately point fingers at others without them explaining their side of things.
  - ◆ **Listen First.** Find out what people want before giving them advice or responding in a one-sided manner. Don't think you have all of the answers and don't make policies or rules for people you don't even know.
  - ◆ **Keep Commitments.** Set out to finish what you said you'd start by the time you were supposed to finish. Don't make and break promises.
  - ◆ **Extend Trust.** Give trust to others to empower them. Don't be untrustworthy of others, but also don't be so over-trusting that you become gullible.

Putting your swimmer’s growth on the calendar and talking about important life-directing topics is a great start and if you do only that, you will be well ahead of 90% of other coaches. But if you want to take it to the next level, getting your kids involved in the community in real life will force them to see their character in action.

You can start small by having your kids help and serve other sports by providing workers, event setup and event cleanup. Having your older swimmers provide free swim lessons for younger students in the community is another way to both get your kids to feel they have ownership in their team as well as recruit and grow the team for the future. If you are looking for another way to serve, volunteering at the local homeless shelter, nursing homes or packing food for the impoverished are easy and always available ways to serve. In addition, if your swimmers serve those who have less it will give them much needed perspective! What’s a 200 fly in the face of being homeless and needing to go to the local homeless shelter every day just to get a bite to eat? Serving builds an appreciation for the opportunity to train hard and race fast every time.

No one is asking swimmers to fix the world's problems, but we do ask them to make the most of every opportunity they are given. At the very least when they leave your team, you will know they are the kind of people who can tackle the world's problems when their time comes. And when they do, they will remember you as the mentor who helped them become that strong.

QR code for Angela Duckworth's TED Talk mentioned earlier:



# Step Up Your Game With These Products From SwimSmart

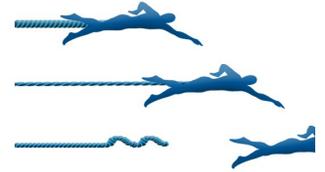


## Push Paddle

Fix bad dolphin kicking!  
Resistance from the top  
Moon cut-out for streamlining  
Three sizes for any ability

## Break-Away

Fix bad resistance sets!  
Automatic release system  
Use with Power Towers  
A whole new ability



## Power Harness

Fix bad body alignment!  
Drive with the shoulders  
Use with any resistance tool  
Carabiner for quick exchanges



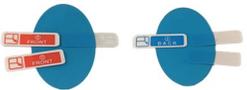
## The Biology of Swimming

Fix bad knowledge!  
Swimming science for beginners  
300+ illustrations  
Fun and easy to read



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Lasts weeks to months  
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Fix bad streamlines!  
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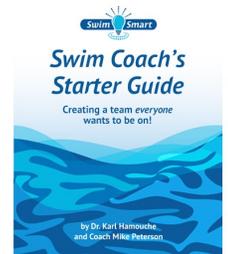
## E(xchange)- Paddles

Fix dropped elbows and train EVF  
Exchange all paddles for variety  
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Ala-carte combinations available by email



## Swim Coach's Starter Guide

Written by Swim Smart founders  
Perfect for new coaches  
A resource for head coaches  
Directly applicable guidelines



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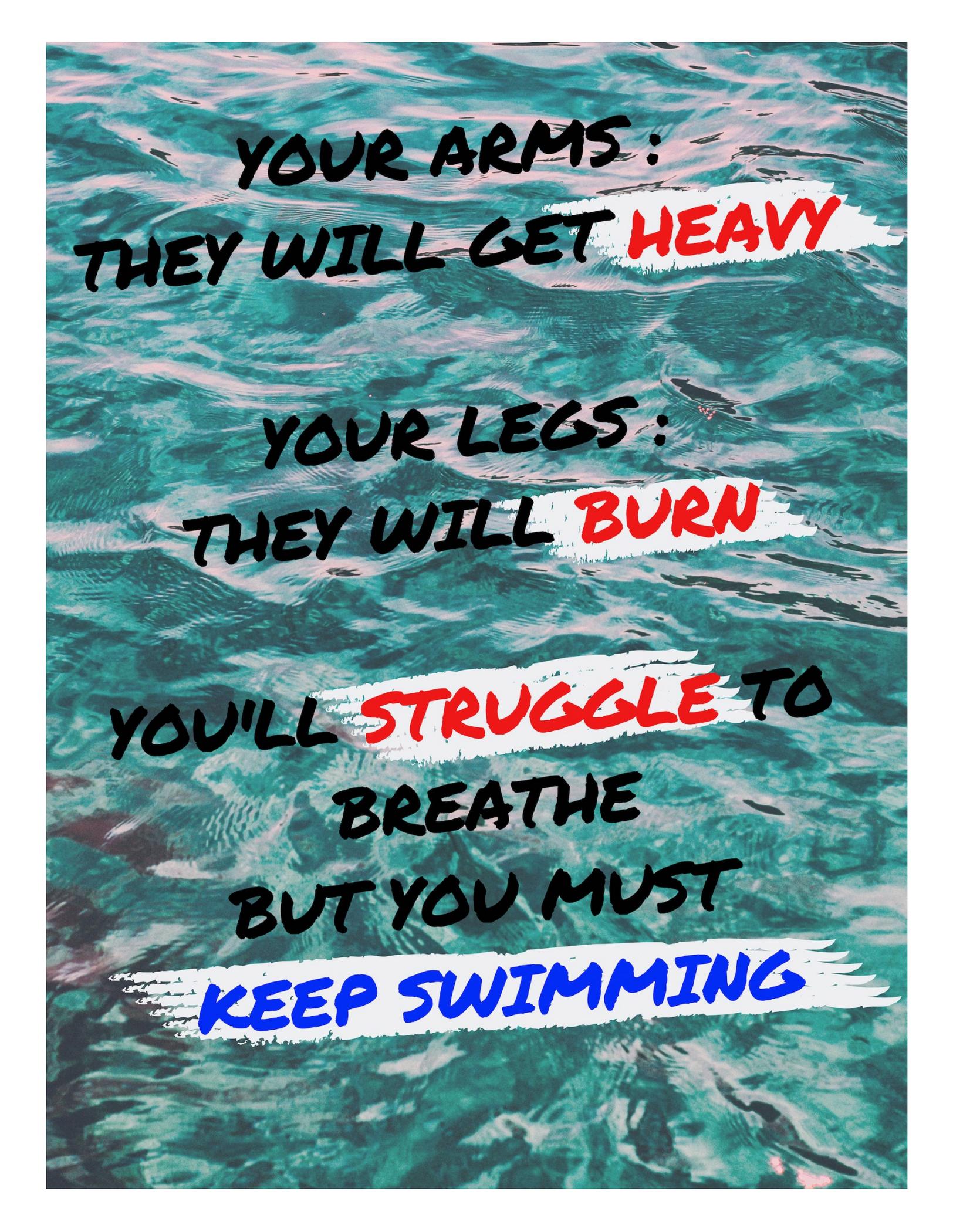


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**YOU'LL STRUGGLE TO**

**BREATHE**

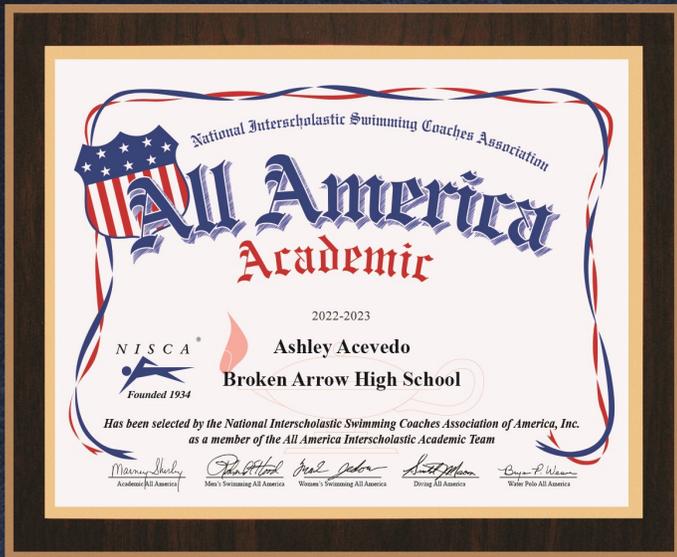
**BUT YOU MUST**

**KEEP SWIMMING**

# PLAQUES

**\$49.95 / PQ-NISFAC**

Wood plaque displays the All-American certificate printed on a clear acrylic overlay so it's waterproof. It measures 10½" x 13" and comes individually boxed for presentation. Available in Water Polo, Diving, Academic, Team Scholar Award and Swimming.



**\$79.95 / PQ-NISLAM**

Laminated certificate plaque displays actual All-American certificate laminated on a wood plaque. It measures 10½" x 13" and comes individually boxed for presentation. Available in Water Polo, Diving, Academic, Team Scholar Award and Swimming.

**\$54.95 / PQ-NISFDE**

Engraved certificate plaque depicts the All-American certificate laser engraved directly into a black brass plate. It measures 10½" x 13" and comes individually boxed for presentation. Available in Water Polo, Diving, Academic, Team Scholar Award and Swimming.



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Acrylic plaque with stand-off displays the All-American certificate printed directly on the acrylic. It measures 10½" x 13" and comes individually boxed for presentation. Available in Water Polo, Diving, Academic, Team Scholar Award and Swimming.

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## TEAM SPOTLIGHT: Ellsworth (ME) High School

### Ellsworth Eagles Flying High

It's not surprising to find large schools in big metropolitan areas with many successful programs in academics, athletics, and fine arts. It's fun to find smaller schools in smaller areas that likewise experience and celebrate success. Ellsworth High School up in Maine is one of those schools. From the school's profile:

*"Ellsworth is a historical coastal town 25 miles from Bangor and convenient to the vacation centers of Bar Harbor and Acadia National Park. Ellsworth is a commercial and business center, and its surrounding communities are characterized by farming, fishing, and forestry backgrounds. Thus, the population contributing to the high school enrollment represents a broad spectrum of social and economic groups. Ellsworth High School is a comprehensive, four-year high school serving approximately 550 students in grades nine to twelve. Staff includes 41 teachers, two school counselors, three administrators, one social worker, one 504 coordinator, one librarian, and 13 support staff who work with the student body."*

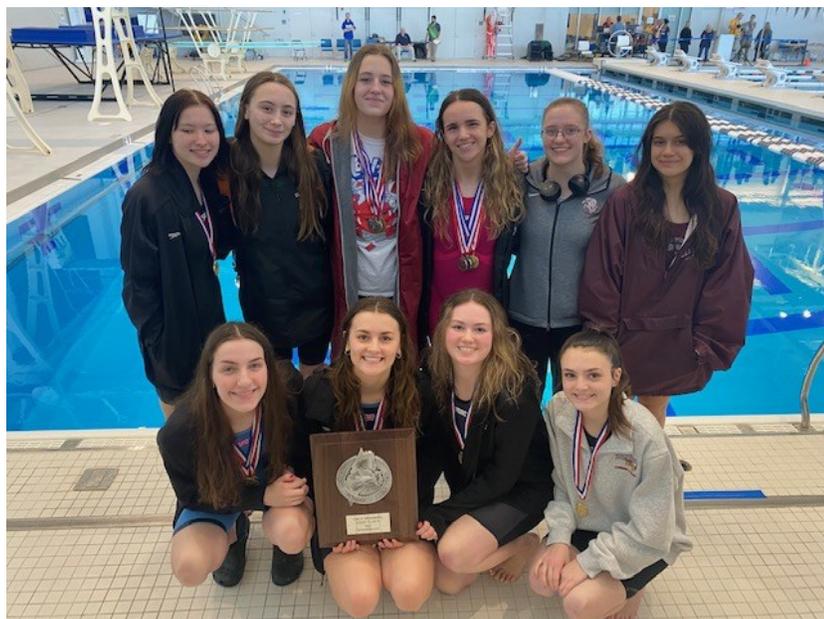
The Journal has been soliciting contributions of news and special events from NISCA members for some time now, and we have enjoyed receiving input from Ellsworth HS swim coach Jim Goodman, who always seems to have something nice to share.

A relatively recent email from Coach Goodman shared news about the girls team's success at the Maine Class B State Championships held at Colby College in Waterville, Maine. He wanted to share and brag on his girls, and we're happy to let him!



#### Eagles Claim Runner-Up at State!

For the first time ever, Ellsworth placed **SECOND/Runner-Up** at the Maine State Class B Swimming Championship, winning the silver plaque. This meet was held in late February at Colby College in Waterville, Maine. Competing were 21 other high school teams representing swimmers and divers from across the State of Maine. The girls were fresh off winning second place at their Penobscot Valley Conference Meet the week before. Highlights of the State meet include the girls winning the 200 Medley Relay, first and second in diving, second in the 100 Fly, 500 Free, 200 Free Relay, and 100 Back, third in the 100 Breaststroke, and numerous other places in the top eight and top sixteen to garner the points to add up to win the Runner-up status. Several team records were also set as a result of the superb effort by the team. Coach Goodman is assisted by Leslie Billings and Diving Coach Jodi O'Neal.



#### Maine Class B State Runners-Up

#### Ellsworth HS Eagles

Front, Left-Right:

Ellie Anderson, Jordan Berry,  
Leah MacPherson, Logan Williams

Back, Left-Right:

Adriana Richardson, Ella Montgomery,  
Kiera Springer, Caroline Mazgaj,  
Kaela Springer, Sara Moseley

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## Tidbits to enhance your coaching and life experience.

by Journal Editor Dana Abbott

We've commented earlier in this issue (p. 6) on taking care of ourselves and each other, and in the article from Dr. Karl Hamouche and Mike Peterson on pp. 18-19 there are references to Angela Duckworth's GRIT and tips on trust from Steven Covey.

In one of my favorite comedy films of ALL TIME, there is an exchange between two of the main characters that hilariously but clearly defines GRIT. From Jonathan Lynn's *My Cousin Vinny*:

*Bill: Have you had any murder cases before?*

**Vinny: None. This would be my first.**

*Your first?*

**Yeah.**

*What kind of cases have you had? Assault and battery, armed robbery?*

**No.**

*Well, I expect he's done burglary, grand theft auto, drugs. Right, Vin?*

**No. Nothing like that either.**

*What kind... What kind of law do you practice?*

**Well, up till now, uh, personal injury.**

*Well, you're a trial attorney, right? I mean, personal injury trials.*

**Well, actually, this would be my first foray into the trial process. I haven't had to go to court yet. Knock on wood.**

*You haven't had to go to court yet? How long have you been practicing?*

**Almost six weeks.**

*But... Vin, you graduated from law school six years ago. What have you been doing since?*

**Studying for the bar.**

*Six years?*

**Mm-hmm.**

*That's a lot of studying.*

**Well, to be honest with you, I, um- I didn't pass the first time.**

*That's okay. You probably passed the second time, right?*

**I'm afraid not.**

*Three times a charm?*

**Not for me it isn't. No. For me, six times was a charm. Six times.**



Courtesy 20th Century Fox

How many times do we have to explain, demonstrate, correct, explain again, sometimes over and over, seemingly almost every single day, every single practice, a skill that a kid has trouble grasping, much less mastering? A lot. Do they ever get it "first time out"? Not hardly. So we keep at it, they keep at it, and hopefully they get it. That takes **GRIT**. On their part AND on your part. *Do you have GRIT?* Probably so. **Good on ya!**

[Courtesy The Wall Street Journal, April 29, 2023]

In the early 1960s, Dr. Michael Brescia and a colleague invented a lifesaving procedure to connect dialysis machines to people with failing kidneys. Their method became a standard in medical care.

Investors were eager to help the two doctors set up dialysis centers that could have cashed in on the technology. "I was 33 years old, and this was going to make me rich," Dr. Brescia said later. His father, Louis Brescia, had a suggestion: "*Hurry up and give it to the people.*" The doctors decided to share their findings by publishing them in the New England Journal of Medicine in 1966.

"I never made money out of it," Dr. Brescia said.

He devoted the bulk of his career to what is now known as Calvary Hospital, a nonprofit in the Bronx.

The state of the U.S. healthcare system saddened Dr. Brescia. "The art of medicine comes from loving your patients and caring for them," he said. "We've lost our patients to the managed-care companies and the insurance companies. The doctor-patient relationship is gone. Doctors today are just technicians." He wasn't.

In a 1990 interview, Dr. Brescia spoke about his career path: "We took a road. To the left, it looked shiny and gold. But to the right, it looked happier to us."

Dr. Brescia died April 19 at his home in Yorktown Heights, N.Y. He was 90.

Long ago, he came up with a phrase to be inscribed on his own tombstone: "He loved his patients."

We occasionally hear about a few coaches here and there who don't seem to really care about their swimmers, they just run an assembly line. The coach-athlete relationship is gone. The coaches are just "technicians" (and not in the good sense of technique-fixers).

We all come to a "fork in the road" at some point. If one path is shiny and gold, and the other looks happy (and you can't travel both), do you think you'd take Dr. Brescia's path?

# THE DAILY COACH

## Use It or Lose It

Unused money devalues. Unused talent diminishes. Unused potential decays. Unused machinery disintegrates. Unused time dies. Unused knowledge becomes a burden.

### **What isn't used is abused.**

The tragedy of life isn't the ultimate death, but the resources that die within you when you are still alive. Use it, or you will lose it.

## The Foundation of Self

### **The 5 core pillars of health:**

- ◆ Sleep
- ◆ Nutrients
- ◆ Movement
- ◆ Light
- ◆ Social Connection / Relationships

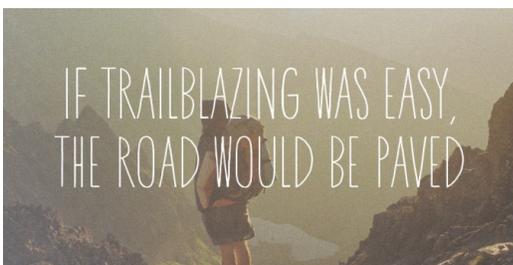
**“Sleep, nutrients, exercise, light, relationships—those really establish the foundation of what I consider to be all of the elements that create our ability to move as seamlessly as possible between the states that we happen to be in and the states we desire to be in.”**

Source: Dr. Andrew Huberman via *The Tim Ferriss Show*

## Blazing Your Path

Transcend fear into freedom while leading with more intention, curiosity, love, courage and joy:

- ◆ *Your life is an unfolding creative adventure.*
- ◆ *You create your own reality through your thoughts, perceptions, choices and awareness.*
- ◆ *Your personal experience is the catalyst for being of the highest service to others.*
- ◆ *You are here to enjoy life, not worry yourself through it. No matter what you are going through, peace can be your priority.*



## **"Notes" of An Elder**

- ◆ *You don't have to be brilliant, rich, beautiful, or powerful to make a difference in someone's life. You just have to care.*
- ◆ *It's easy to make it hard and hard to make it easy.*
- ◆ *When it comes to attitude, the choice is yours.*
- ◆ *See your failures as temporary circumstances.*
- ◆ *A lot of coaches suffer from an identity crisis. They think they are someone that they are not.*
- ◆ *Teamwork becomes the glue that bonds people together around a shared purpose and collectively engages their hearts and minds.*
- ◆ *Align your priorities with your values, needs, and desires, then take action.*
- ◆ *You need other people's perspectives to keep yourself honest.*
- ◆ *The more people in your organization who work because they want to rather than because they have to — the better.*
- ◆ *Communication is not just the transfer of information. It's the transfer of thoughts.*
- ◆ *Coaching teams is more complex than coaching individuals.*
- ◆ *To coach is to bring out possibilities in others that they have not yet realized.*
- ◆ *Optimists believe setbacks are temporary.*
- ◆ *Learn how to fail successfully. Hate to fail but never fear it. Learn to view failure as feedback.*

## **Question**

*Which people, places, beliefs, habits, and situations are supporting me and my growth, and which ones are limiting?*

### **The Daily Coach**

*A daily hands-on approach to becoming a better leader. With the help of some unique wisdom as well as an action plan to tackle your day, **The Daily Coach** aims to be an inspiration in your email inbox each morning. Plus, it's **FREE**. Sign up for **The Daily Coach**: <https://www.thedaily.coach/subscribe>*



Doing your best isn't about the result. It's about the preparation. It's about the position you find yourself in before you do whatever you are doing.

When you put yourself in the proper position, the result takes care of itself.

The average person who puts themselves in a great position beats the genius who finds themselves in a poor position.

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### Insight

"The biggest obstacle to increasing your self-awareness is the tendency to avoid the discomfort that comes from seeing yourself as you really are."

Travis Bradberry

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### Things you control:

Your effort.

Your beliefs.

Your actions.

Your attitude.

Your integrity.

Your thoughts.

The food you eat.

How kind you are.

How reflective you are.

How thoughtful you are.

The type of friend you are.

The information you consume.

The people you surround yourself with.

---

One way to become luckier is to show up consistently.

When people trust that you'll do what you say when you say it, not only will they want to work with you, but they'll want you to be successful. You can't build anything meaningful when you show up inconsistently.

In the short term, you are as good as your intensity. In the long term, you are only as good as your consistency.

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*Few things are more important in life than avoiding the wrong people.*

*It's tempting to think that we are strong enough to avoid adopting the worst of others, but that's not how it typically works.*

*We unconsciously become what we're near. If you work for a jerk, sooner or later, you'll become one yourself. If your colleagues are selfish, sooner or later, you become selfish. If you hang around someone who's unkind, you'll slowly become unkind. Little by little, you adopt the thoughts and feelings, the attitudes and standards of the people around you.*

*The changes are too gradual to notice until they're too large to address.*

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***"In war, the victorious strategist only seeks battle after the victory has been won."* — Sun Tzu**

*The key to good decision-making is to tilt the odds in your favor long before deciding. Here are three counter-intuitive ways to help the outcome, before you ever decide.*

#### **1. Master your circumstances rather than be mastered by them**

*Some of the worst decisions are the ones you are forced to make. When you're forced into a poor decision, things quickly go from bad to worse.*

*You can master your circumstances through preparation and positioning.*

#### **2. Prepare**

*What looks like skill is often just a lot of work that no one sees. Long nights, early mornings, sweat, tears. If you want remarkable results, you need to work remarkably hard. Professionals go all in. They don't leave at five every day because that's 8 hours from when they show up; they grind for small insights. Knowledge accumulates in drips and gets leveraged in buckets.*

#### **3. Position**

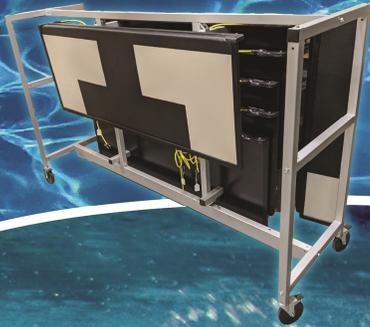
*The person who cannot take advantage of an opportunity is no better off than the person that never sees it in the first place. A friend of mine recently learned this lesson the hard way when the deal of a lifetime was offered to them, but they couldn't take advantage of it because they had no cash.*

**When you tilt the odds in your favor, the world does most of the work for you.**





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3	CIRCLE SWIM*****NO DIVING			3
4	TREVANS			4
5	CIRCLE SWIM*****NO DIVING			5
6	FEET FIRST ENTRY* * *CIRCLE SWIM			6
7	CIRCLE SWIM*****NO DIVING			7
8	FEET FIRST ENTRY* * *CIRCLE SWIM			8

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