

Davis Aquatic Masters



P.O. Box 921, Davis, California 95616

Dave Scott, Head Coach

1540 Drake Dr. Davis, Ca. 95616 — (916) 756-9348 or 758-1430

12 May 1981

TO: Board of Directors
Davis Aquatic Masters

FROM: Dave Scott
Head Coach

During the past 7½ years I have had the opportunity to institute and develop the Davis Aquatic Masters. The club has evolved from a small nucleus of six people in 1974, to its present 400+ membership. This period of maturation for "my" program and for myself has given me some inexpressible moments of happiness, frustration and unlimited personal rewards. The reward and satisfaction for myself to teach and instruct the "rawest rookies" to the "advanced-advanced" swimmers is a thrill that is difficult to express. Speaking as a coach and a teacher, to see the physical and psychological development in adults is unbelievably gratifying.

From the inception of the swimming program, I had absolutely no comprehension for its growth potential. The program quickly expanded and I was witnessing an incredible, unlimited capacity for adult athletes to progress. I feel extremely fortunate to be able to meet and influence so many diverse people over the years. This select organization can combine all walks-of-life, all interested in one basic necessity--health and happiness.

To maintain your health and happiness it is important to be consistent, to set expectations for yourself and to eliminate or diminish the worries and frustrations. Unfortunately, for myself, as Head Coach of the Davis Aquatic Masters, I feel too much internal pressure to continue on with my leadership position. Therefore, I feel it is necessary to resign from my contractual agreement with the Davis Masters organization as of June 30, 1981. This is an extremely difficult situation to confront. This aquatics organization has fulfilled a valuable percentage of my coaching objectives and aspirations. In an effort to continue on with my Masters instruction, I feel that it is appropriate for me to relocate so that I can establish a program that will be more desirable and beneficial to everyone. Presently there are too many restraints and limitations that have evolved with the management aspect of this organization.

I would like to point out a few areas that should be recognized by the entire club. In future years, the club's fate will depend upon the attitudes, not the opinions of the management council--the Board of Directors. The Head Coach position is a highly specialized and professional individual who should be acknowledged as a teacher, manager, physiologist, psychologist, coach, and as a human being. This sounds simple, but the current attitude of the majority of the Board of Directors is presently condemning, restraining and degrading for myself or anyone else who

will step into this position. If the Club wishes to direct the destiny of the program, then it is currently on the right track. On the other hand, if the Head Coach is to examine, set up, administer, recommend improvements and/or changes, then the Board and Club should recognize this professional review. To recognize is not necessarily to agree or disagree, but first to sincerely respect the Head Coach's position and then to reflect the entire Club's attitude. Currently, the course of the program is heavily biased by the Board's personal feelings and opinions, and the energy from the Directors is proportional to their personal interest or noninterest.

There are other areas of concern that need to be addressed. Due to the large enrollment, and the vast spectrum of interests within the Masters swimming program, there needs to be more involvement in the many activities of the Club, so that a more harmonious team attitude is attained. This harmony is partly the responsibility of the Head Coach, the Board of Directors, and the members. There is a definite splitting of attitudes among all three concerned and it is inevitable that unless all activities within the Club are jointly shared, then the turmoil will continue. This lack of interest or apathy is witnessed by the lack of involvement in Club functions. To effectively run this program there needs to be some set criteria from the Head Coach, the Board, and their expectations from the entire membership.

Currently there are only a select few positive elements of club participation, i.e. the PA Meet, Triathlon, 4th of July Party, and the annual meeting. There needs to be a common goal or cause. This goal should include all members and should offer an ultimate objective or expectation for the quarter, season and year. Certainly, the daily benefits and satisfaction from training is unlimited. The physical improvements are continually tested and cited on a daily training routine, but the true success of our program lies in the psychological and emotional release that is acquired with training. If these elements are not fulfilled then the incentive for improvement or motivation will be hampered--therefore, I feel a need for an overall target goal(s).

I mentioned earlier that my coaching aspirations have been partly fulfilled under the present conditions with the DAM organization. I am pursuing the potential for a club that I can develop to fully accommodate the needs of all people, with specific objectives clearly defined. The destiny of this program will be determined by the expertise of the Head Coach. There is currently an obvious disagreement in coaching philosophy and management, and the burden of this shadow is detracting from the continual development of a balanced program for the members and myself.

I have decided to terminate my formal employment on June 30, 1981. My coaching responsibilities on deck will terminate on June 8th. At that time, I plan to use my accumulated vacation time for the remainder of the month.

This resignation does not cast an overall bitterness towards the organization. I am extremely proud of the club and its individual members that have developed over the years. I feel that I have positively influenced hundreds of people, to realize and respect the values of physical fitness. No one will truly appreciate the positive aspects of the program, until they have to depart from it. I receive

Board of Directors, DAM

12 May 1981

Page 3

letters from past DAM alumni throughout the nation that are continually seeking out a comparable Masters program--there is none. All of you are members of the top Masters program in the country. I am proud to have been a major influence in this superior Masters swimming organization.

DS:ah

Sincerely,

Dave Scott