



16 August 2022

Dear KSC Swim Club Families,

It has come to the attention of the KSC BOD that an email and/or conversations are generating throughout the club regarding a situation at Summer Champs in July, along with the discrediting of our head swim coach and the KSC BOD. A now former member of KSC brought a complaint to the BOD immediately following Summer Champs. The BOD was unable to meet right away as a couple members were traveling. After talking to and receiving information from all parties involved, including Anchorage officials, the BOD met in Executive Session to discuss the seriousness of this event. After reviewing and discussing this complaint it was clear there were multiple sides to the story that did not entirely support the family's complaint. KSC BOD concluded that this situation did not warrant a written reprimand because it was miscommunication and lack of information with all parties involved. The BOD provided the family and coach a written letter with the findings of the BOD. The BOD gave the coach a verbal warning explaining this event was documented and would go in to his personnel file. The BOD is fully aware of and understands that there are areas where our coach needs to improve his communication and administration skills, and we are currently trying to find him the help he needs to continue developing those skills to be a more rounded swim coach. This is an area that he also knows he needs to work on as he admitted this to the previous BOD who hired him on. The BOD talked to the coach about this event, and he was extremely sorry and was willing to do what was necessary to rectify the situation, which involved an apology email.

The BOD tried to handle this discreetly, because of the differing statements, to protect the family, the head coach, and KSC. This member has since removed themselves from the BOD and the KSC. They are now misrepresenting facts in an attempt to discredit and tear down Kachemak Swim Club and our head coach, along with launching personal attacks on BOD members. Dragging up past offenses from times during a previous BOD and offenses that were already addressed with this BOD will not help this situation.

We have a coach and a BOD dedicated to helping swimmers in this area and building a strong swim program. This situation has been addressed, and we now have club business to attend to. Constant emails, phone calls, and spreading falsehoods by a non-member is now interfering with the ability to run our program. As per our Parent Code of Conduct and Kachemak Swim Club Discipline Policy if any parent has a concern, please bring it directly to the head coach and BOD as soon as possible. The KSC BOD appreciates all the hard work and dedication of our coach, Caleb Miller, in rebuilding this swim club after COVID and developing the Novice Program.

Sincerely,

Kachemak Swim Club Board of Directors