

Az Seal Board Meeting -- Sun 4/19/15 -- Called to order 1:16p.m. -- 373 East Ashley Way Florence

1. Roll Call - Present: Jody, Jen, Kim, Jeff, Laura
Absent : Michelle
2. Pay Pal/Online Store -- now on team website --
 - Jeff fixed fees, we had an error in the amount. Jeff added donation option and pay on account option.
 - Laura will get apparel items to be added as well training fee break downs by group and team dues
3. Swimathon Date -- Swimathon date and location has been changed.
 - City of Casa Grande will help us with pool space on 6/13/15 from 9-11am. We have not been given an hourly rental break down by the City.
 - Laura will be talking with Matt Jankowski from the parks and rec department regarding the rental costs.
 - Jen will be gathering swimathon packets and formulating a team email regarding the swimathon.
 - The board voted to increase the swimathon incentive to \$400 per swimmer and offer a multi family discount. For 2 swimmers the incentive will be \$700 and for 3 swimmers incentive will be \$900. Jody motioned, Laura 2nd the motion. All voted in favor of changing our swimathon incentive to \$400 for 1 swimmer, \$700 for 2 and \$900 for 3. Motion passed 5-0.
 - Board discussed the idea that this may be the last year the team offers the swimathon incentive in light of the new operational expenses the team will be taking on.
4. O'Odham nation grant opens May, grant information is not yet available
 - budget ideas for grant-- Discussed seeking operational costs for the upcoming year from the O'odham Nation
 - For the Gila River Gammig Community Grant, we are able to put in for a change in scope if we are awarded grant monies.
 - Board discussed the need to seek bids on pool heaters and covers for City of Casa Grande Pool. Also, need to seek bids on pool covers for the City of Florence.
 - Jody & Laura with assistance of Alex Skubisz will work on securing quotes for heaters, covers, take up reels, & pool rental costs
5. Team Sponsorship/Capital Campaign
 - Firehouse sub franchise-- Laura spoke with Wendy Griffin from the franchise dept. We discussed the need of roughly \$100,000 to upgrade one of the 2 municipal pools to year round use. Wendy suggested Firehouse sub is interested in helping out, she needed to look at some numbers and would be getting back to me in a few weeks. Laura will follow up with Wendy. Seals could offer website advertising and team t-shirt advertising in exchange for team sponsorship.
 - Grande Sports World/L.A. Fitness/Lifetime Fitness -- Laura spoke with the Marketing Director, Adrienne Gers. She has encouraged us to look at the Lifetime Fitness business model as another avenue to evaluate as we move forward. Although there is no Lifetime

fitness in the area we could look at collaborating with other fitness organizations in building a new facility.

- Local Farming group via the McCreery's-- The McCreery's are new family to the team and when the time is right has volunteered to hold a fundraising dinner at no cost to the seals. He would be targeting many local farmers in helping the team fundraise operational expenses. We need to decide the team direction so all can better understand what the donations secured would specifically be used for.
 - Jeff is going to contact and look into Garrett motors as a possible team sponsor
 - Skubisz family is going to work on a sponsorship package for the team and present to the board for approval
6. Business Proposal Working Draft -- Alex Skubisz presented a slide show addressing the teams immediate need. All are in agreement the immediate need is water on May 15th. The city of Florence will not be given "the keys" to their facility until 6/10/2015
- City of Casa Grande -- Laura will contact CG to discuss rental fees and time lines for water
 - City of Florence -- Alex will contact Florence to discuss rental fees and time lines for water
 - Once we have secured our immediate need of finding water May 15th - July 31 we will begin to put together a more comprehensive plan for both municipalities.
 - Board discussed the importance of thoroughly exploring all possibilities.
 - City of Casa Grande
 - City of Florence
 - Collaborating to build our own facility.
7. Operational Budget for Seals
- coach pay--
 - Seals will continue to allot \$20,000 per year for Coach Laura, this will continue to include pay roll taxes and fees to Henry & Horne.
 - Seals will offer Coach Lisa \$15.00/hour with an added incentive to waive Brody's training fees each month.
 - Seals will continue to offer Coach Kori \$10.00/hour
 - training fee structure -- with the team absorbing pool rental fees and all coach pay it was agreed we need to restructure our training fees. Jody Motioned to restructure training fees to the amounts listed below. Laura 2nd the motion. Motion passed 5-0 with all voting in favor.
 - Rising = \$75.00 per month
 - White = \$90.00 per month
 - Red = \$100.00 per month
 - Blue = \$115.00 per month
 - Jody put a motion forth to charge a late fee of 15% on late team accounts. Any account more than 15 days late, swimmer will not be allowed to compete until account is brought to good standing with the team. Any account more than 30 days late will not be allowed to continue to swim in any capacity with the team until account is brought to good standing with the team. Billing will be sent on the first of each month and be due on the 15th of each month. Jen 2nd the motion. Motion passed 5-0, all in favor

- team dues -- will remain the same, no change
 - meet/event fees -- no additional fees will be assessed at this time
8. Team Demographics
- Rising = 5 families CG, 8 families Coolidge, 0 families Florence/San Tan
 - White = 10 families CG, 2 families Coolidge, 0 families Florence/San Tan
 - Red = 5 families CG, 1 family Coolidge, 0 families Florence, 1 family San Tan
 - Blue = 11 families CG, 4 families Coolidge, 1 family Florence, 0 families San Tan
 - 31 families = CG -- 63%
 - 15 families = Coolidge
 - 1 family = Florence
 - 1 family = San Tan
9. Next Meeting Date -- Executive Session 5:30pm Thursday 4/30 CAC campus Room T116
10. Parent Meeting -- 6pm Thursday 4/30 CAC campus Room T116
- Laura will create a team packet that will include, but not limited to, team policies, new fee scales, new penalties. Will include a sign and return form. Will present to the board for approval prior to the 4/30 meeting date
 - Jeff will do a demonstration on how to use the online store
 - Jen will discuss swimathon
 - We hope to have a new practice schedule by this date
 - Poll the parents on what future direction they would like to see for the team

Meeting Adjourned 4:33PM

Az Seal Board Meeting -- Sunday 5/17/15 -- 12:00p.m. -- 19932 W Sweet Acacia Drive -- Jody's House

1. Roll Call : Call to order 12:06pm
 - Present: Jody, Jen, Michelle, Kim, Laura, Jeff
 - Absent :
2. Letter submitted to Board members: Kim motioned to move to executive session, Jody 2nd. All were in favor. Letter of concern was received and discussed. Kim motioned to exit executive session, Jody 2nd. All were in favor.
3. Team Update
 - Florence High for the rest of May and 2 weeks in June: Renting Mon - Fri 5-7pm & Sat 9-11:30pm @ \$15/hour.
 - Move to the new pool June 13 - Will fee scale remain the same? Laura is meeting with Bryan Hughes, Florence Director of Parks and Rec, Tues 5/19 3:30pm
 - summer hours not yet determined --Laura is meeting with Bryan Hughes to discuss:
 - summer practice times.
 - fee scale for the new pool, will it change
 - billing
 - az seals certificate of liability
 - swimathon 6/13 -- 9-11:30 a.m.
 - Can we have our board meeting at the new pool on Monday 6/29
 - Az Seals 2015-2016: Let Bryan know we are going to pursue all options for the teams long term home.
4. Short Term plan -- Fall 2015: More than likely we will be swimming in Florence this fall.
5. Long Term Plan: Board feels we need to look at all options with input from our families
 - create a committee of board and team members interested in finding a long term solution for the team. Laura will send an email to all Seal families inviting them to be a part of our long term plan. Proposed first meeting date either Thurs 5/21 or Sat 5/23.
 - The committee will be tasked with looking at Casa Grande Parks and Rec regarding:
 - long term year round programming at the city
 - What the city would require of the team: rental fees & infrastructure
 - other long term programming we could help create : incentives we can create
 - The committee would also be tasked with researching the idea of collaborating to build our own facility
 - Look at the Lifetime Fitness Business model
 - Look at USA Swimming's Build a Pool and seek advice
 - Feasibility of taking on this project. Need to look at programming that can be created with partnerships with in the community to support and sustain a facility.
 - Committee for Long Term Plan will give first report to the board on Mon 6/29
6. O'odham Nation Grant due 6/12
 - not recommended we ask for operational expenses--have never funded: Laura spoke with Mary Allen, grant writer for the City of Casa Grande, she strongly suggested not asking for operational expenses as she has never seen or had grant monies awarded for operational expenses.

- create a scholarship program--has funded:
 - grant budget ideas: Create an Az Seals Swimming Academy Scholarship program.
 - ask for the max amount
 - create a team scholarship application with date application is due by
 - awarded to team members to help offset training fees
7. Create a masters swim punch card
 - Jeff made a motion to create a masters punch card: 10 swims for \$30, punch cards would be purchased through Laura and made available to swimmers associated with the Az Seals. Laura 2nd. All voted in Favor.
 - Amended motion by Jody: All masters swimmers must first become members of USA Masters Swimming and be required to maintain membership with USA Swimming in order to purchase and use an Az Seals Masters swim punch card. USA Masters yearly fee is \$50.00 total (\$37.00 to USA Swimming plus \$13.00 to Az. Swimming, LSC fee). Laura 2nd the amended motion. All voted in favor.
 - Laura will create a masters swim group via USA Swimming's Masters Swim. Once the group has been established, Laura will begin to offer the sale of the punch card.
 8. Sponsorship package
 - define team needs, what and why we are seeking funds
 - We want folks/businesses to invest/support our vision. We do not want to give them a "grocery list."
 - It's the Boards opinion that as the long term committee creates a plan our vision will become clear and the sponsorship package will reflect supporting our team vision.
 - Chris Skubisz submitted a working draft for sponsorship/investment
 9. Board discussed that Kim's and Jen's terms are both up this year, August 31,2015, but that they may run again for a different position. Jody's, Jeff's, and Michelle's are up next year,August 31, 2016. We will be posting available positions in late June/early July, so interested folks may submit their interest.
 10. Jeff asked about adding some members at large. According to bylaws, we can amend at any time, but we have to have a 30 day review period. We asked him to submit that to us this week, so we can review and vote on it in June. That way, we could combine these positions in our August elections.
 11. Next Meeting Date: Monday 6/29/15
 12. Meeting Adjourned 2:35pm

Az Seal Board Meeting -- Wed 7/15/15 -- 6:30p.m. -- Florence Aquatic Center, Heritage Park

13. Roll Call -- Meeting Called to order 6:32pm
 - Present: Michelle, Jeff, Jen, Laura , Kim
 - Absent : Jody
14. Financial update --A motion made by Jeff and 2nd by Jen to accept the Financial update. All voted in favor
 - Balance = \$9,016.37
 - Payments \$1,237.50 = Florence rental fee & \$309.50 Long Course State T'shirts
 - Swimathon = \$4,907.00 (22 participants with 2 or 3 folders still out)
15. Team Update -- Board is curious as to the status of the committee created to further explore long term options, where are we with CG? Committee will be asked to report back to the board at the Sept. Board meeting
 - New Pool/Team #'s --25 swimmers with several new calls and 2 new Florence area swimmers.
 - Fall Schedule = 5-7pm/ 2 hour block
 - masters group = \$25 / Not yet created, encourage Florence to run--Laura is meeting with Bryan from Florence Parks and Rec on Tues 7/21 will update the board.
16. Bylaws
 - Remove CAC references from bylaws -- Board acknowledges the need to amend Articles 11 & 12, removing CAC. Motion made by Jeff to change CAC references, Jen 2nd the motion. All voted in favor of amending Article 11 and Article 12.
 - Vote on Amended Bylaws -- Motion made by Jen to accept the amended bylaws and put forth to team members for final team vote, 2nd by Jeff. All voted in favor. Laura will email amended bylaws to all team families for team vote. Vote will be open until Friday 7/24/15
 - Article 6 Section 1 & 3
 - Article 7 Section 1
 - Article 8 Section 5
17. Grant Status
 - Gila River - denied
 - O'odham - asked for 50, \$500 scholarships
18. Fundraiser -- pool covers/winter heating costs -- Michelle is willing to contact Sherriff's Posse re: fundraising effort. Laura is meeting with Bryan on Tues 7/21 and will bring the idea forward and report back to the board
 - Submitted donation/fund raiser event letter to Kim McCreery, local farmers sponsorship
 - Need to set \$10,000 goal
 - Sponsorship package to Firehouse Sub, add logo to team banner?
19. Chelby Salyers -- Asst coach this fall-- Laura presented Chelby as a possible asst. coach candidate. Chelby needs to complete coach certification process before she can be approved by the board
 - begin coach certification process

20. Marketing event -- Laura will be discussing a couple of marketing event ideas with Bryan at the 7/21 meeting. Thinking of Back to school event or a USA Splash & Dash event in Oct. Laura will report back to board with more info
 - Grande Sports World - Adrienne Gers -- Coach Laura met with Adrienne and she is willing to help with the marketing event.
21. Next Meeting Date -- Laura will email potential Sept meeting dates.
22. Meeting Adjourned -- Jeff Motion to adjourn meeting 7:01pm, Jen second. All voted in favor

Az Seal Board Meeting -- Thurs 9/3/15 -- 7:00p.m. -- Florence Aquatic Center, Heritage Park

1. Roll Call -- Call to order 7:05PM
 - Present: Michelle Martinez, Jen Jackson, Kim Batina, Jody Travis, Jeff Wooley, Laura Logan
 - Absent : None
2. Financial update -- Team Balance = \$9,902.50 Have not been billed out for July or August pool rental fees. We have Athlete registrations to be paid for new and returning swimmers. We have coach Non- Athlete registrations to be paid and we have Team Registration to be paid. New registrations began 9/1/2015, renewal for athletes, coaches and team begins 10/1/15.
 - O'odham - asked for 50, \$500 scholarships, have not heard back.
 - Motion by Jeff to accept the treasurers report, 2nd by Laura. All in favor of accepting the treasurers report.
3. Team
 - #'s = 32 total. Rising = 6, White = 11, Red = 6, Blue = 9
 - Chelby completed all coach cert requirements. Asst. Coach for Rising & White. Jody motioned to formally hire Chelby Salyers for Asst. Coaching position, 2nd by Kim. All in favor of hiring Chelby Salyers as an asst. coach.
4. Public Relations reminder to be mindful of our policies and procedures. Reminder to all that we need to fill out a public relations form, submit to Jeff and be mindful when speaking to the press on behalf of the Seals.
5. Elections
 - Open Positions = Secretary, Fundraising & treasurer in training.
 - Advertise new positions and set election date-- Michelle will send an email regarding open positions and elections. Laura will email out to all Seal families. Team members are asked to submit interest via email from 9/8/2015-9/15/2015. The board will vote in new officers via email 9/16/2015.
 - Jen will volunteer to assist new fundraising chair with the upcoming Holiday Jingle Jangle. Jody motioned to keep Jen as a volunteer fundraising committee member, Jeff 2nd the motion. All voted in favor of Jen volunteering to help the new fundraising chair with the Holiday Jingle Jangle.
6. Bylaws
 - Bylaws voted on and unanimously approved. New bylaws posted at website and sent to all board members.
 - New language for Article 11 & 12, remove CAC reference. Email & post for 30 day viewing. Removing Article 11, Section 6 as it refers to submitting CAC volunteer paper work for the CAC pool. Removing Article 12, Section 3 as it refers to submitting CAC volunteer paper work for the CAC pool. Viewing will open 9/8/15 and close 10/7/15
7. Winter swimming
 - Florence position on winter swimming, where we stand. Laura will contact Bryan and set a meeting for next week regarding winter swimming for the team. Michelle, Jody, Laura and Alex Skubisz will meet with Bryan to determine the teams financial responsibility for the winter months.

- Other alternatives for winter, future. There may be an opportunity for the Seals in Maricopa.
8. Winter heating costs--Pool covers estimated at \$25,000, Heating costs estimated at \$36,500 for Nov-Mar.
 - Submitted for \$2500 grant from Pinal 40
 - May have a family follow up with an additional \$1000
 - Sponsor a month campaign?
 9. Sponsorship package add logo/acknowledgement to team banner, website, team T? We need to meet with Florence and agree to the team's financial responsibility for the winter before we can begin a fundraising campaign.
 10. Website down?? Team Website is down. Jeff has called Yahoo, the issue is on their end. He will continue to work with them to get our website back up and running.
 11. Next Meeting Date--9/29/2015 @ 7:00PM, Florence Aquatic Center
 12. It was noted we are past our elections deadline. Jeff motioned to elect new officers past the 9/1/2015 deadline. Laura 2nd the motion, All in favor of holding elections past the 9/1/2015 deadline.

Meeting Adjourned 7:48PM

AZ Seals Board Meeting Minutes

Mon. October 26, 2015 at 7 PM

Cavit Center, Coolidge

1. Meeting called to order 7:00pm
2. Roll Call: All board members present. Michelle Martinez, Jeff Wooley, Jody Travis, Lori Steve, Alex Skubisz, Chris Skubisz, Kent McGinnis, Kim McCreery, Laura Logan
3. New Member Orientation: Introduced new board members and briefly discussed duties
 - a. Volunteer Policy – Must follow Art. 12. Section 3 of USA Swimming guidelines
4. Treasurer Report:
 - a. Account Balance: \$9,848.12
 - b. Have not been billed by Florence for Sept and Oct yet
 - c. Motion By Jeff to accept treasurer report – Second by Kent – Passed Unanimously
5. Team Update from Laura:
 - a. Losing Florence kids when we move to Maricopa
 - b. Down to 18-20 Kids
 - c. Will be renting 4 lanes in Maricopa
6. Bylaws:
 - a. Article , Section 2, regarding election of board members is not clear - to be rewritten by Jeff
7. Fundraising:
 - a. Discussed doing another Jingle Jangle, may be more beneficial to wait until the new year when we've acquired more kids in Maricopa.
 - b. Discussed last year's numbers – Spent \$300/Made \$5,000
 - c. Alex will reach out to Jen Jackson for specifics and run #'s once he has that info.
 - d. AZ Seals Fundraising Request Form – All fundraising by a swimmer must go through team.
 - e. PR must go through Jeff for consistency
8. Anthem Families Reimbursement:
 - a. Clifton Runice and Miki Ysaquirre families have asked to be reimbursement:
 - i. Runice family has \$67 outstanding balance
 - ii. Ysaquirre family has paid \$150 annual Dues
 - b. Motion by Kent to NOT Reimburse funds – Second by Jeff – Passed Unanimously
 - c. While the board is sympathetic to the families adversely affected by Florence's decision to not heat the pool and thus the teams move to Maricopa. Funds have been spent on individual athlete registration, coach registration and team registration therefore the board decided to not reimburse.
 - d. Reviewed team financial agreement and agreed we need to create a new policy regarding NO REFUNDS
 - i. Laura will write new policy and have parents sign
9. Winter Swimming in Maricopa:
 - a. \$4.50 per lane per hour, currently contracted to utilize 4 lanes.
 - b. If enrollment increases 6 lanes would be ideal

- c. Will be swimming form 6-8 PM, may change in future
 - d. 4-7 would be ideal time frame to enable separation of groups
10. Search for Long Term Home
- a. Michelle and Laura will meet with (Bryan) in Florence
 - b. Kent will reach out to Casa Grande for a round table discussion
 - c. Alex and Laura will continue to work with Maricopa
 - d. Kim mentioned after being in Maricopa for 3 months, we reach out to families for input and if things are going well we approach Maricopa to extend our contract for at least another 6 months.
11. Next meeting scheduled for Mon, Dec. 14 at 6:30 PM, location TBD
12. Meeting Adjourned 8:34pm

Respectfully Submitted by Secretary Lori Steve

Az Seal Board Meeting -- Monday 12/14/15 -- 6:30p.m. -- Copper Sky

23. Roll Call -- Call to order 6:30pm

- Present: Alex Skubisz, Kent McGinnis, Kim McCreery, Chris Skubisz, Laura Logan
- Absent : Michelle Martinez, Jeff Wooley, Jody Travis, Lori Steve

24. Treasurer Report

- Kim gave a brief update on moving to Quick Books and on the gradual transition of duties from Jody to Kim.
- Noted that Dec Statement had been emailed to all board members for viewing

25. Team /Maricopa update

- Rising = 4 White = 9 Red=6 Blue=6 Total=25
- Discussed a desire to seek a one year agreement with Copper Sky so families know we are stable and we can work to grow the team. The instability has been the biggest detriment to the team. Coach Laura will talk with Copper Sky about the possibility of a 1 year agreement and will report back to the board.
- Discussed the desire to create and advertisement & marketing plan for the team but all agreed will be difficult until we settle into a long term home. Coach Laura is going to investigate and report back to the board on: creating a facebook page for the team, creating a "swimmers corner" in the Copper Sky newsletter, creating an ad for the team via Copper Sky TV's and treadmills, updating a team info flyer for circulation/posting at Copper Sky and getting our team info added to their PLAY -- Copper Sky's seasonal program info guide.

26. Bylaws

- Article 7 Section 2 wording -- no action was taken

27. Fundraising

- Jingle Jangle -- Discussed April as a possible date, maybe over team break so kids could have time to hit the neighborhood.

28. Next Meeting Date -- Left open

Meeting Adjourned 7:28pm

