

North Jeffco Swim Team
P.O. Box 746396, Arvada, CO 80006

Board of Directors *Special*** MEETING MINUTES**
Meyers Pool | August 31, 2022 | 6:15pm

In attendance: Jaime Claeys, Marie Marschner, Carmen Babcock, Lindsay King,
Nate Rothman, Joanne Compton and Monica Ryan

- **Wheatridge Coach**

- Paul Karlsson applied to head up the Wheatridge team
 - Swam summer club and high school and is a longtime member of the local swim community
 - Has been coaching since 1984, including summer club and high school from 1995-98 at Golden, Arvada West & Columbine
 - Retired from teaching last year after 28 years.
 - He strives to make swimming a positive experience for the kids, to push them when necessary, all while having a lot of fun with it and not burning them out.
- Marie made a motion to hire Paul. Kim seconded. The motion passed unanimously.
- The board sees an opportunity to make this site more inclusive of the overall NJST and will provide direction as needed to Paul to reflect NJST's values and mission.
- The board agrees that with this new coach, an expectation will be set for clear and enhanced communication going forward.

- **Move to 9-Month Program**

- The question was asked whether we should move forward with this plan in lieu of the additional coaching changes happening on the team. It was agreed that we will move forward with the 9-month program as voted on previously via email.

- **Head Coach**

- Marie has emailed USA Swimming about a team business consultation for outside perspective on the team structure.
- Carmen made the case for a single head coach to bring all coaches and all sites together as one team.
- Nate agreed that a single head coach is the best approach to the team structure.
- The head coach will act as the Age Group Coach while managing the Senior Group Coach and any site coaches, including Wheatridge.
- A motion was made by Marie to make Carmen interim head coach for one-year with an evaluation the first week of April. Lindsay seconded it. The motion passed unanimously.
- The board will enlist parental and board assistance to remove some of the administrative tasks that Carmen is currently handling, freeing up her time to focus as new interim head coach.

- **Senior Group Coach**

- Carmen and Ashely will cover the blue group until a new coach can be hired, providing both continuity and building upon existing repertoire.

- They will meet with the blue group prior to the start of the season on Wed. to (1) assure them that there will be consistency in coaching while a new permanent coach is found; and (2) get their feedback on needs and direction.
- Lihn Carpenter is a potential Senior Group Coach candidate
- Nate will be instrumental in heading the committee to hire the new coach.
- Moving forward, it was discussed that the direction of the senior team swimmer and coach must include inclusivity and modeling of expected behavior.

- **Vacant Board & Volunteer positions**

- Because Marie will be out of the country and stepping down effective Sept. 1., Marie made a motion to elect Nate to the Board President position effective Sept. 1 and handle all communications at the upcoming membership meeting. Lindsay seconded. The motion passed unanimously.
- Joanne is up for re-election.
- Mike Countryman is interested in Michael's vacant board position
- Need one more board member at large
- A call will be made for both volunteers and board positions prior to the Sept. 10 team meeting