

North Jeffco Swim Team

P.O. Box 746396
Arvada, CO 80006

Board of Directors MEETING MINUTES

Zoom | January 12, 2022 | 7:00pm

- **In Attendance:** Marie Marschner, Sarah Corcoarn, Michael Neisser, Jamie Claeys, Lindsay King, Kim Daly, Joanne Compton, Carmen Babcock, Brett Stoyall & Kathy Hellard (Team Manager).
- November Meeting Minutes were approved.

New Business, Information and Updates

- Team Manager (Kathy)
 - Pura Vida bracelets: We have 104 bracelets left.
 - Charity designation updated and approved by CO Secretary of State
 - W2s complete and mailed out.
 - JeffCo Sprint Profit: \$12,839.80
 - Grand Prix Profit: \$5,954.34
 - Pineapple Open Profit: \$26,569.77
 - One coach left to sign employee handbook
- Treasurer Items (Lindsay)
 - Financial Review Update: Everything documented well. Found a discrepancy of just \$40. Noted that additional profits are still coming in from the Grand Prix meet.

Discussion Topics / Updates

- **New Pool Update:** Financing is 100% approved and in place. The open question at this point in time is the timeline.
- Coach received bonuses in December paychecks. It was well deserved and well received.
- **Travel Policy Revision Status:** Michael reviewing and trying to combine USA Swimming policy with our own. Should be ready to review at the next meeting.
- **Coach Performance Reviews (timeline and committee):** Haven't been done in a few years because of COVID but they will be reinstated in 2022, utilizing the rating system within the evaluation form. The evaluations will be used as part of the criteria for Coaches salary increases and bonuses. We will refresh the current evaluation form. The board will review and make suggestions via email. Previously, evaluations were done in March, but since it's a busy month from a meet perspective, we will review the timing. Need one or two folks from the board to serve on the Review Committee.
- **Team Satisfaction Survey:** Need to set up and send a new survey to parents to identify opportunities for improvement and clarification of expectations. It will be set up in Google Forms. Kim volunteered to draft this with input and review from the board.

Coach Updates and Information (Carmen / Brett)

- **Head Coaches BOD Reports.**
 - **Brett:** preparing for the end of the season, including organizing relay teams for Mile High Championship and senior meets.
 - **Carmen:** SWAGR meet in Clovis, California March 24-27. Single age Q times & finals. 11-14yos.
Hotel & Ground transportation secured; Looking into flights after CUDA meet. Maryland Meet for 15+ who make cuts to travel with the senior group.

- **Work Out Schedule Notes:** Completed 15 goal meetings & 1 mid-season follow up with no additional meetings requested.
 - **Calls and emails are slowing with interest in joining the team.** There were some new swimmers waiting to join until after the holidays and they have re-emailed about doing a trial week or else they started that week.
 - **Officials Update:** Current NJST officials include Monica Ryan (Junior Meet Ref), Mike Countryman, Julie Cordova, Christine Neisser, Magda Smith. Ed Daly and Michael Cox are training and close to completing requirements. Set up an officials training for December 10 and it included 11 Jeffco trainees. Mike and Christine have been pushing parents to become officials; it's working!
 - **Equipment Update:** Purchased a new System 6 timing console with a discount of \$700. Hopefully there are no more trips to CTS for equipment or repairs. Officials radios were taken to the shop; several batteries were replaced and a tutorial on troubleshooting was received.
 - Setting up team apparel order for February meet.
 - Allison Pham made the 2022 Colorado All Stars Team! She will be traveling to Iowa to represent Colorado.
- **Wheat Ridge Site Status.**
 - Lost a few swimmers at the end of trimester and have been conducting tryouts to fill those spots.
 - Have conducted a few interviews for an additional coach but have not yet found the right person.
 - Have been conducting mini-staff meetings and trying to build a flow of curriculum and procedures for swim meets.
 - Doing research on a new underwater camera system, and everyone Sarah talks to is using a brand called Poolside. She has called and emailed to ask questions of the company but has yet to receive a reply. She'll keep working on that and perhaps get a rep name from the dive team coach at Meyers who uses it. It's very portable and can be transferred easily between sites, but is a significant investment both in the initial purchase and in on-going subscription fee (\$200+ per year). We need to determine whether this system can be used by all of the coaches and replace the old one that is currently being used at Arvada. Need to conduct additional research and receive official options and quotes on all pieces of equipment that are needed to make it usable across locations.
 - **Coaching Staff Meeting Schedule.** Scheduling for the next year will happen at the beginning of April. All three head coaches will solidify a schedule and discuss options for regular all-coaches meetings going forward.

Swim Team Community, Activities and Events

- **GoFundMe Account:** Have raised \$3,535.35 families on Rock Creek Swim Team who lost everything in the Marshall Fire. MI Sports is willing to offer 45% off equipment to get these kids back in the pool. Michael has a list of family names of those affected and is coordinating with their swim team to ensure these families acquire the gear they need in the form of gift cards.
- **Donations:** Monica picked up all Marshall Fire donations from both Wheatridge and Arvada locations and brought them to A Precious Child but they are no longer accepting material donations. All new items will go to Flatirons for fire victims and used items to a local thrift store. Nest-a-Home donations are complete as well and will be delivered in the next few weeks.
- **Restaurant Night:** On hold due to COVID and limited staff at area restaurants.

- **February Valentine's Day Celebrations:** Due to continue COVID restrictions and concerns, we will revisit this idea next year.
- **Power Hour**
 - 2021 Raised \$16,913 (most in 5 years).
 - Lana has headed this up for a number of years but this will be her last. She's looking for a few board members to lend her a hand.
 - Teasers traditionally go out in Feb. or March depending on when we hold the fundraiser. Typically has fallen on the third Friday in April. Carmen or Brett to determine a date for the event. Possible dates are Friday, April 22 or 29, 2022.

Meeting Adjourned at 7:56PM.

Next meetings: (1st Wednesday of Month)

- **March 2**
- **May 4**
- **Annual Picnic July**