

North Jeffco Swim Team

P.O. Box 746396

Arvada, CO 80006

Board of Directors MEETING MINUTES

Apex Pool | March 10, 2022 | 7:00pm

- **In Attendance:** Marie Marschner, Sarah Corcoran, Michael Neisser, Lindsay King, Monica Ryan, Carmen Babcock, & Kathy Hellard (Team Manager)
- January Meeting Minutes were approved.

New Business, Information and Updates

- Team Manager (Kathy)
 - Over 20 swimmers are dropping off at the end of the month or mid-April after their 30 day notice is finished – it took Kathy a few requests for suspension to start enforcing the 30 day policy due to lack of experience, but she is on board now.
 - Received a list of invoices from Newport (our retirement fund managers) from 10/2019, 04/2020, 07/2020, 10/2020, & 01/2021 – after researching confirmed we hadn't paid them – currently setting up automatic payments so it doesn't happen in the future
 - Confirmed with Carmen that there was a loss for the Distance Meet we hosted in January of approximately \$350. \$1800 profit for Grand Prix #2, & currently \$18,000 from the February Finale with a few outstanding checks to be received.
 - Apex and Wheat Ridge are processing water invoices much more quickly – actually on a monthly basis!

Discussion Topics/Updates

- Travel Policy Update – Michael
 - After review, the only change needed to comply with USA Swimming policy is for chaperones to take the on-line Safe Sport program. The team will reimburse for the cost.
 - Michael will edit the Travel Policy to reflect this change by March 18th & the Board will review and approve the change on-line once it is updated.
- Coach Performance Review – Marie
 - Marie will send Carmen and Brett the form to review the coaching staff by April 1. Brett and Carmen will meet with each coach and have the reviews processed by the end of April.
 - Lindsay and Marie will be the committee reviewing Carmen and Brett
- Team Satisfaction Survey – Monica
 - Reviewed the survey and had some suggestions
 - Once she selected 1 swimmer it stated it over and over again – irritating
 - One question laid a lot of responsibility on the coaching staff – are the coaches helping your swimmer meet their maximum potential – possibly change to: Do you feel the coach is challenging your swimmer to achieve their goals?
 - Suggests change the question concerning approachability of the Board of Directors to Is communication from the Board adequate?
 - Suggests moving the last 4 questions to the beginning of the Survey

- Possibly changing the question concerning characteristics that differentiate the team from others to What do you like about the team?
 - Suggests separating into 2 questions: Do you have any suggestions/ideas for the Board? & Do you have any suggestions/ideas for the Coaching Staff?
- After editing, set goal to send out survey by the beginning of April.
- Open Board Positions – Marie
 - Monica & Joanne are approaching their end of term – We need to know if they would like to continue by May.
 - Marie will be stepping down as of July
 - If anyone is interested in the President position, please speak to Marie
 - The vote should be held in May for the next President and transition by July so Marie can move on to other things.

Coach Updates and Information

- Coaching Report – Carmen
 - Have added a couple of new officials – with 300 swimmers, we should have 30 officials
 - Steaming system is working now that they switched the router and added a new password – still working on making it better – they will stream the meet over the weekend for Evergreen.
 - Candelas is on track – Danielle will be the head site coach – goal of setting up registration for early April.
- Wheat Ridge Site Update – Sarah
 - Hired a new coach – Abigail McLaughlin
 - Clinic beginning for little kids to get them ready for summer league: WR Seahorses – limited to 12 participants
 - Had 8 kids at State – very close to her goal of 10
 - Experiencing some growing pains but moving in a positive direction guiding the WR site in a more competitive direction – trying to get a parent on the board and having lots of conversations with other coaches.
 - WR Piranhas – board is unresponsive, but Sarah is moving forward to get it going. Would like to increase dues to \$300 for older swimmers and \$250 for the little ones.
 - Underwater camera update – several open questions
 - How does support of system work? # of cameras?
 - Yearly usage fees?
 - How do we share it between the 2 pools? Portability? Storage?
 - Sarah will send a cost breakdown and the answer to these questions to the Board to vote on it.

Swim Team Community, Activities and Events

- Fundraisers – Marie
 - Nest of Home was very successful – thank you to Monica for handling the donations
 - Michael's daughter collected \$3684 for the fire victims & provided MI Sports gift cards to 35 families that lost everything in the fire.
 - Next fundraiser – Power Hour – April 29th:
 - Lana and Marie are heading it up and will meet this weekend to start the process
 - Lana will meet with Kathy to train her on the Team Unify side
 - Goal to surpass last year's \$16,913
- July Annual Picnic – Brett is working on the Date

Meeting Adjourned at 7:50PM.

Next Meeting: Thursday, May 5th @ 7pm