



P.O. Box 746396, Arvada, CO 80006

Board of Directors GENERAL MEETING MINUTES

05/14/2025 | 5:30 PM | Arvada Aquatic Center

NOTE: THESE MINUTES HAVE NOT YET BEEN APPROVED.

- ★ **General meeting called to order at 5:36 PM.** In attendance were: Kim Daly, Kathy Hellard, Mike Countryman, Carmen Babcock, Lindsay King, Jennifer Wherry, Joanna Compton and Dan Sung.
- ★ **Approval of April 2025 meeting minutes.** Kim motioned to approve. Carmen seconded. The motion passed.
- ★ **Financial Report**
 - 3% dues increase Breakdown included in board packet. Recommendations:
 - \$5.00 increase for the non-competitive groups
 - Move to a percentage discount per each additional swimmer – 5% 2nd swimmer; 10% 3rd swimmer; 15% 4th swimmer; 20% 5+ swimmers
 - These approaches integrate better with the Sports Engine System; also looks cleaner.
 - The board approved.
 - In the board packet is the Officials Google Sheet for tracking monthly payments. Kathy is working on the tracking sheets for the other paid meet volunteer positions
 - Kathy will share the spreadsheets with the people who have not been paid yet for the 2024-25 year. A written record will be helpful and Kathy will square up relevant volunteers for the year, including meet directors and AOs.
 - Total for Power Hour: \$18,570 (\$2,946.25 less than 2024)
 - The board previously approved (via email) the ~3% increase in health insurance premiums for employees.

★ Coaches Report

- Charter bus for camp secured
- Working on the Olympic clinic to take place in September or October.
- Likely won't be able to purchase the new dryland equipment due to the Power Hour shortfall
- Working with Stephanie to get the Power Hour incentives ordered.
- We will be swapping the December Distance meet for the April 12&U Pentathlon session.
- Kyle attended the National Diversity Camp last week. Looking forward to hearing what he learned.
- There are 3x 16-17 yos (Sean Tracy, Taylor McQuitty & Lillia Barlow) who have started the JR Officials training. This is a great way to show their commitment to the sport and add up volunteer hours.
- Attended Suburban League Mtg May 13
- Met with Claire McDaniel, Head Coach of the School of Mines Men's & Women's team. Discussed swimming and how we can make our swimming community stronger.
- We have another Gold Star Innersquad this Friday.
- **HR:** Working with Tim on a white group coach for the WR site. Hoping to post a job description in June to fill the position September 1. All other hiring is complete.
- Organizing a super-duel meet event for September – bracket format – to kick off the 2025-26 short-course season

★ President's Report

- **Budget Update (2024-2025):** Expecting 1.03M+ in revenue for the year and \$1.07 in expenses, leaving a potential deficit of ~40K from the loss of host meets early in the year. This is down from a \$70K deficit and the board believes we can continue to reduce this difference. We also have CD reserves if absolutely needed.
- **Draft Budget (2025-2026):** Drafted revenue based on similar swimmer numbers from previous year + 3% increase for all groups + host meets, including two CSI championship meets. Need to dive into salary expenses in the coming months based on the new salary framework + any potential percentage of increase.
- **BOD Positions for 2025-2026:** Need to review current term limits and determine the board positions to be filled in September.

★ Events Report

- Past
 - The Frog Meet (NJST Innersquad) (4/11)
 - NJST Tri-Meet (4/13)
 - Power Hour (4/25)
 - TOPS LC Meet (4/26)
- Upcoming
 - Ken Kelley Invite (5/17)
 - College Signing Recognition (5/31)
 - Ice Cream Sunday Bike Ride (6/1)
 - Summer Solstice Invite (6/6)
 - College Recruiting Webinar (6/11)

★ NJST Committee Reports

- **Committee Credits + Payments.** See attached final fee structure approved at April 12 Special Meeting of BOD.

- Pay meet/sessions on: 12/31, 4/30, 7/31
- Pay yearly rates on: 12/31, 4/31

★ **New Business**

- **Fall meeting + balloon fight:** Saturday, Sept. 20
- **APEX Sports Performance Program.** Dan + Carmen toured a new facility in Arvada for a potential new dryland program. Finalizing a schedule to pilot a program 2x per week in August with certified coaches; potentially move to 1x per week during the short course season. This enhances our current dryland program, fine-tuning swimmer training and allowing coaches to remain focused on water time. Cost is so reasonable that the team will absorb it in the short term – and likely in the long term – as an added-value for members.
- **New NJST site.** Exploring a potential new site that can offer the team growth potential and support team's future growth.

★ **Adjournment.** Kim motioned to adjourn; Mike seconded the motion. The meeting adjourned at 6:38 pm.

★ Next meeting will be June 11, 2025 at 5:30PM at the Arvada Aquatic Center.