



Board of Directors Meeting Agenda

Freedom Street Social | 10/25/2022 | 7:30 p.m.

- A) Call to Order
- B) Approval of Last meetings minutes
 - A) Carmen 1, Second from Lindsay. Approved by all
- C) Head Coaches Report
 - A. Nothing to add. Feels like pulling pieces in.
- D) Financial Report
 - A. 315 registered. Financial Numbers are very positive
 - B. 18k made at the kickoff
 - C. Under Budget on Coaches pay and insurance
 - D. Taxes are finished and filed
 - E. Policy work will be moving forward
 - F. We are able to offer, and are supposed to offer financial aid.
 - A. Has to be published in a way that all can access, and apply for it
 - g) Financial Aid Policy review (addendum A)
 - A. Want to establish a financial aid committee
 - A. Committee would review and approve/deny applications
 - B. Applicant would sign a form that says the board can revoke the aid at any time
 - C. First year (11 mo) is ask and approve. Going forward has more information needed.
 - B. Nate moves to add a financial aid policy based on Kathys document, Carmen seconds, all in favor (All)
 - A. Dan and Mike will review applicants
- E) Old Buisness
 - a) Coaches Compensation Strategy
 - a) Dan would like to get a process and structure in place for coaches compensation
 - b) Working with Carmen to get information in place on a more comprehensive plan
 - c) Today is more closely focused on the head coach position
 - d) Dan looked at a range of clubs that are similar to us from across the state
 - e) Established a baseline on Salary/Revenue ratio formula based on (IRS 990)
 - f) Salary to revenue ratio shows Carmen is paid far under that
 - g) Dan moves to move carmen to an 80k salary (retroactive 9/1/22) Moved and approved by all.



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- b) Senior Coach opening salary range review
 - a) Dan in talking to carmen established that the head senior coach would be similar to the head site coach
 - b) Lindsay would like to interview a number of candidates to see what we think
 - c) Carmen will look at the vision of the position and come up with a guiding light for the hiring process
 - d) I will update the committee
- F) New Buisness
 - a) Volunteer Recognition Review Process
 - a) I recommend volunteer of the month
 - b) We have 2 months without meets, we will retro award.
 - c) We could have a nomination from the team
 - d) Then review at board meeting for now
- G) Upcoming
 - a) Pineapple Open (November 11-13)
 - b) Suburban League Distance Meet (December 17)
 - c) 10&U Grand Prix #2 (December 18)
- H) Adjournment



Addendum A

Financial Aid Policy

NJST, as a nonprofit organization, would like to do everything possible to keep swimmers in the pool when their families are experiencing financial difficulties. To request financial assistance for dues and/or registration a family must email a request to the Team Manager. Upon receipt of the request the team manager will issue a formal Financial Aid Request form that the family will be required to complete.

Upon receipt of the completed Financial Aid Request form, a committee of 2-3 Board members will review the request and determine a payment plan for the family for one swim season. Fees for swim meets and/or travel will not be included in financial aid. USAS registration is required and is not included in our registration or financial aid agreement. Once a plan is determined, the family will be required to sign a Financial Aid Agreement stipulating the terms of the financial assistance.

NJST Board maintains the right to revoke the financial aid agreement at any time. At the end of the swim season, if the family is still in need of aid, more financial information will be required, and a new agreement will be issued. If NJST is experiencing financial difficulties no financial aid will be available.