



P.O. Box 746396, Arvada, CO 80006

Board of Directors GENERAL MEETING MINUTES

01/15/2025 | 5:30 PM | Arvada Aquatic Center

NOTE: THESE MINUTES HAVE NOT YET BEEN APPROVED.

- **General meeting called to order at 5:38 PM.** In attendance were: Kim Daly, Kathy Hellard, Jennifer Wherry, Mike Countryman, Carmen Babcock, Lindsay King, Joanne Compton and Dan Sung.
- **Approval of November 2024 meeting minutes.** Kim motioned to approve. Jennifer seconded. The motion passed.
- **Financial Report**
 - Set up automatic payment with APEX for our part of the starting blocks
 - Billing people for merchandise from the holiday sale
 - All USA Swim Memberships are renewed
 - We are down income due to the early-season loss of meets but do not need to touch reserves. We budgeted conservatively and beat budgeted Pineapple revenue by approximately \$15K.
- **Coach's Report**
 - **AAC**
 - NJST didn't get enough lanes to put all groups in the water at AAC; 1 group Monday-Friday are scheduled for Westy
 - Per lane hour at \$13.50 "discounted" from public rate
 - Wheat Ridge has moved their Friday and Saturday practice to AAC. It is less expensive and for better TEAM interaction
 - Working with Hillary on storage for meet equipment and training gear. We have agreed to split a storage container to store meet equipment, but that has not materialized. The majority of the team items have made their way to AAC.
 - Received, approved and paid November and December water bills.
 - **Wheatridge**
 - Per lane hour is \$18.00.
 - Plan to add practices at WR has been put on hold due to higher lane hour fee.
 - **Westy**
 - \$15/lane/hour. They may allow us to keep some equipment on site now that construction is finished.

- The schedule includes at least one group at Westy Monday through Friday to ensure no other teams “move” into the area.
 - Have practices scheduled when we are out due to HS meets at AAC through May
- **Candelas**
 - Under new management again
 - I am meeting with Shannon on Thursday, January 16 about summer programming.
 - As soon as I have direction, I will contact Hannah and Anna about this summer but will need at least one instructor.
- **Wheat Ridge Piranhas**
 - Meeting with Jennifer Long to discuss issues from last summer and plan for how to make it better this summer.
 - I got feedback from Maddie, head coach, on her thoughts for the season and what can be done to improve.
 - I got the NJST dolphins and laptop back from Jennifer
- **HR**
 - Anna Austin who did some coaching last year is jumping in to fill gaps during the holidays.
- **Admin**
 - Marissa and I will be meeting to program out the 8&Us for the summer. Looking to heavily recruit for this age group in February and March.
 - Attended APEX BOD Mtg November 21st and January 2; next one is Wednesday, January 16.
 - Innersquad meets continue for our 8&Us and Stars groups.
 - The new equipment fee schedule is in the MOU with APEX
 - Starting summer program staffing.
 - POWER HOUR set for Friday, April 25.
 - Looking to meet with APEX about summer practice schedule and possibly adding summer club teams at Lake Arbor, Secrest and Fitzmorris so I can start a summer club league. I need to contact Safe Splash to see if they would like to be part of the league too.
 - Added a concessions option for HS teams hosting meets at AAC. NJST would host concessions and split the profit depending on work to be done. Jerry, Dan and I have put together an outline of how this will work. Jeffco Invite will be our first go at this! They have opted to have NJST run concessions and give 75% of profit to NJST.

➤ **President’s Report**

- **Vendors at Meet.** The board decided not to open to vendor opportunities to anyone outside of the team. Going forward, we will roll out an internal vendor application on a pilot basis, each application for which will be addressed on an ad-hoc basis. All agreements will include a term limit based on NJST’s fiscal year, a waiver to protect NJST and 10% of proceeds from sales going back to the team. No services that compete with NJST will be allowed, including food sales which also pose team liability.

- **Coach Bonuses**
 - Carmen removed herself from the meeting for this conversion.
 - Last fiscal year, the board gave \$8K to Carmen to distribute to her coaches as she deemed fit. The board proposed a 25% increase for this fiscal year, bringing the total to \$10K. Strong consideration and weight was given to the added challenges and scheduling needed on the coach's part to get through the summer and fall with no home pool.
 - Taking the same into consideration, the board also proposed a 25% increase for Carmen over last fiscal year's bonus.
 - Jenn made a motion to approve a 25% increase in both Carmen's bonus and the coach's bonus pool for the current fiscal year. Jennifer motioned to approve. Lindsay seconded. The motion passed.
- **Events Report**
 - Past
 - TOPS Invite (Formerly NJST Invite (11/15 - 11/17)
 - Gold Star Inner Squad (11/22/24)
 - HRA SLQ (11/24/24)
 - CSI Prelim Final (12/6 - 12/8)
 - Gold Star Inner Squad (12/7/24)
 - SL Distance Meet (12/14/24)
 - Narwhal Invite (12/14/24)
 - Pineapple Invite (1/10/25)
 - Upcoming
 - Groundhog Invite (2/7/25)
- **NJST Committee Reports**
 - **Credits and Payments**
 - Moving Jen (hospitality) to payroll @ \$35/hour. Stacking of credits?
 - We will keep current discounts, including the stacking of credits at status quo for one more month until the board can address in further detail next month. This will allow the board deeper discussion to best address both equity and long-term sustainability.
 - **Volunteer No Show Fees**
 - All family fees for no-show volunteers during the short-course season to-date were approved. These will be assessed monthly going forward.
 - For two families whose swimmers were no-shows because their swimmers ultimately did not swim the meet, they will receive a written warning for the first offense. All subsequent no-shows will incur fees per the new Family Commitment Policy.
- **Adjournment.** Jenn motioned to adjourn the general session. Lindsay seconded the motion. The meeting adjourned at 7:13 pm. Next meeting will be February 13, 2025 at 6pm at the Arvada Aquatic Center.