



P.O. Box 746396, Arvada, CO 80006

Board of Directors GENERAL MEETING MINUTES

2/13/24 | 6:00 PM | Meyers Pool

NOTE: THESE MINUTES HAVE NOT YET BEEN APPROVED.

- **Meeting called to order at 6:06 PM.** In attendance were: Kathy Hellard, Jennifer Wherry, Mike Countryman, Carmen Babcock, Kim Daly, Lindsay Kin and Dan Sung.
- **Approval of January 11, 2024 meeting minutes.** Lindsey motioned to approve. Carmen seconded. The motion passed.
- **Financial Report**
 - 2022 Taxes have been signed and filed. W2's for this year have been mailed.
 - Received insurance quote for Summer League from Westpoint. It is a couple of dollars less than last year. Need board vote to proceed. Carmen motioned to approve. Lindsay seconded. The motion passed.
 - Opened new bank accounts at On Tap Credit Union on Monday, February 12, 2024
 - All USA swimming memberships & merchandise lists are up to date.
 - Summer League clinic for WR is ready to go.
- **President's Report**
 - Closed on **Meyer's Timing Equipment Loan** Feb. 12 with On Tap Credit Union. The team also:
 - Opened new operating and savings accounts
 - Applied for five credit cards for use by Kathy, Tim, Carmen, Ashley and Kyle. The \$50K spending limit will be split appropriately between each card.
 - Opened an account for hospitality and concessions so they will run as their own operating center utilizing direct debit cards.
 - Talking to the attorney about to see if and why there is a limit on the number of times we can run concessions in a one-year period. Currently limited to 11 days at Meyers but we don't have historical context as to why or whether it applies to us.
 - Evergreen Hurricanes are interested in purchasing the current scoreboard at Meyers. We will reach out to Apex and tell them that we want to preserve it.

- Working with Carmen on a compensation structure for the coaching staff. It will be presented in full at the next board meeting. We want to use it as a competitive edge to build up our team with high-quality coaches.
- **Coaches Report**
 - **Carmen is working to make up a \$40K gap in the new compensation structure**, by adding one more to the schedule per year. She has built out a potential calendar through 2027, with long-course and short-course seasons to identify where areas of opportunity exist from a calendar perspective.
 - **Travel Meets**
 - **Sectionals March 14-17 in Federal Way, Washington, 13+.** Currently 7 swimmers are attending and 2 more are looking to qualify. Kyle and Carmen attending.
 - **CoCo Invite, March 21-24, Wisconsin.** Currently 16 swimmers are attending. Kyle and Ashley going
 - **SWAGR in California March 21-24.** Currently 12 swimmers are attending, 3 more looking to qualify. Carmen going
 - **Summer travel Narwhal Invite, Mesa, AZ.** Mike and Tim attending. 10&Us will be allowed to go with parents; 11&Os can attend with parents or as part of the team
 - **Senior Championship Travel TBD.** Florida host has invited NJST to return and is an option
 - **Meyers**
 - Meyers is set to close May 7. APEX is working on my summer schedule request. Their goal was to have an outdoor pool open when Meyers went down to accommodate the team. The city did fund the Lake Arbor project to have that pool ready for this summer.
 - **New Meyers**
 - Purchase Order was submitted to Colorado Time Systems
 - Installation agreement is being completed for submittal to Colorado Time Systems
 - All starting blocks will be purchased by APEX and we will reimburse them for the additional 6 blocks.
 - **Wheatridge**
 - Tim and I met with the new WRPR Aquatics Specialist, Sara Heisdorffer. We got an update on summer planning and fee increases
 - Notified lane fees at WR will likely increase to \$18.00/lane/hour in January. I think they are holding off on the \$18 to implement a \$20.00/lane/hour for the 24/25 seasons. I told them this is very high for the area. There may be a shot at an adjustment. I will stay on it.
 - **HR**
 - Kristina Domashevich has been hired for the 8&U position. She has 5 years coaching experience with 10&Us and swam for MACS. Currently a student at Mines. She is finishing her last certification on Tuesday and will be good to coach on her own at that time. She has been on deck co coaching the groups with Kyle, Peter and I.
 - I need to hire 2-3 coaches for WRP.
 - I need to hire 1-2 coaches / lesson instructors for Candelas.
 - **PVSA Opportunities**
 - Coaches at both sites have set up 12&O Asst Coaches to work with the 10&U groups.
 - Exploring options for 1 on 1 20 minute lessons with 12&O swimmers.
 - Exploring a Carr Drive clean up for the entire team.
 - Looking for ideas and inspiration on other ideas, especially for younger swimmers.

- Admin
 - Calls and emails continue and swimmers are placed in groups with openings. The Rock Stars at Meyers and Wheat Ridge is running a wait list but swimmers have been added in January from the waitlist.
 - A summer practice plan has been built and the pool time APEX is made available at outdoor pools and Westminster Swim & Fit will be adequate to run the same number of practices. A request has been sent to VMAC for LC time on Tuesdays and Thursdays this summer.
 - APEX BOD meetings on February 1 canceled. Next meeting is February 15.
 - Finalizing competitive group progression and group prerequisites. I will be meeting with Mike, reviewing the 8&U groups and then revisiting with TIm before turning it over to the comms committee to put on the website.
 - Purchased laptop, multi port hub and printer for Meagan to use as the entry chair, this was approved by the BOD.
 - Working with the NOCO head coach to set up a co-hosted June Invite at the outdoor Greeley pool. Team list includes Evergreen, NOCO, HRA and NJST.
 - Summer meet schedule posted to the website.
 - I have begun moving items out of the on deck storage room at Meyers.
 - Working with Kyle (he is working with Kristi at MI Sports through our Speedo contract) and Mike to get suits, tees and hoodies set up for the state champs and travel meets.
 - 2024 Fees for WR Piranhas. Water rental is up and they are adding practice time. We made approximately \$7K last year. The board recommended increasing cost to \$90 per swimmer for the spring clinic and \$300 for summer club.
- **NJST Committee Reports**
 - **Club Credit Requests.** Kim motioned to approve. Carmen seconded. The motion passed.
 - **Committee Resource Requests.** NJST flag and hand-held flags for parents. Jennifer motioned to table it. Mike seconded. The motion passed.
 - College Recruiting
- **Old Business**
 - **Swimmer Code of Conduct.** In works.
- **New Business**
 - **Alternate BOD Meeting.** March 12 or 19, 6 - 7 p.m. at Meyers. The Board voted for March 12.
 - It was recommended that the board contract with Jennifer Wherry to develop a NJST Board Manual.
- **Adjournment.** Dan motioned to adjourn. _____ seconded the motion. Meeting adjourned at _____. Next meeting is scheduled for March 12, 2024 at 6PM.