



P.O. Box 746396, Arvada, CO 80006

Board of Directors *Special*** GENERAL MEETING MINUTES**

Google Meet | 9/15/22 | 8:30 p.m.

- **In Attendance:** Nate Rothman, Lindsay King, Monica Ryan, Mike Countryman, Carmen Babcock, Jamie Claeys, Joanne Compton, Kim Daly and Dan Sung.
- **Senior Coach Salary Range**
 - Brett's salary can be used to hire a new Senior Coach since the responsibilities and position has been reduced. However, we aren't sure if that number will attract a national candidate.
 - Suggest posting it with a salary range and see what it attracts. If we need to revisit it, we will.
 - The senior coach vacancy can fund Ashley's increased salary while he fills in temporarily. This would be based on an additional eight hours per week or a 25% increase.
 - Dan made a motion to offer Ashley a pro-rated bonus until the senior coach position is filled. Jaime seconded the motion. The motion passed.
- **Adjustments to Head Coach Salary Range**
 - Since Brett resigned and Carmen moved up to Head Coach, she has increased responsibilities, including managing the Wheatridge and Candelas sites, as well as managing Ashley and the senior group. Overall, she is also working on the team's reorganization post-Evergreen split and is establishing the transition plan which is expected to span at least a year.
 - The board asked Carmen to outline her duties now and going forward so the board can get a full picture of both her current and future responsibilities. This will allow the board to provide an educated, incremental increase now while working towards a longer term increase.
 - Because the 2022-23 budget is already approved and already lean, the board needs to decide how to fund an increase for Carmen. This includes a deep dive into the budget to determine how we can increase revenue to fund coach salary increases overall. The board believes that the foundation of a good team is solid, experienced coaches who are compensated fairly. We have the opportunity now to research the market and develop a longer term compensation plan for coaches and will make this a priority.
- **Upcoming Events**
 - Kickoff Meet Sept. 24
 - Next Board Meeting: Sept. 27 @7:30PM.
- **Adjournment: 9:15PM**