

WAC March 2025 Board Meeting Minutes

Thursday May 8, 2025

Start 5:04pm

End 6:42pm

In attendance:

- X Chad Larsen / President
- X Loretta Huhta / Treasure (last meeting)
- X Joe Roell / Treasure
- X Jen Krueger / Registrar
- X Holli Langlieb / Secretary
- X Laura Konkell / At Large (left meeting at 6pm)
- X Sam Bolm / At Large

Grant Combs / Head Coach

Heidi Voigt / NMU WAC Training Camp Director

Approve May Agenda

Discussion- None

Motion to Approve- Jenn

2nd- Chad

Yes 6 No 0

Approved Yes

Approve March Minutes

Discussion

Motion to Approve- Joe

2nd- Jenn

Yes 6 No 0

Approved Yes

Approve April Minutes

Motion to Approve- Loretta

2nd- Chad

Yes 6 No 0

Approved Yes

Treasure Report - Loretta

\$9,500 in bank

Coach Grant purchased the equipment received money from Wi Swimming Grant

Could do that again for next year - Wi Swimming

Will need to ramp up fundraising - sponsorship

For business sponsorship we could do their logo on the State Shirts 2x2 logo - instead we are not doing a team shirt since Heidi does a shirt as part of training.

Noteworthy News (roundtable)

- Chad: Got the Grant from USA Swimming
- Henrick was voted in as a Junior Athlete Representative and will work directly with the Director of WI swimming.
- Jenn: Sent email about hiring, will discuss later in meeting

Heidi's Report

none

Coach Grant Report

Email from Grant:

-Coach updates: the spring session has been going well. We have 30 swimmers total, which I consider good considering we did not have a spring session last year. With the Seniors, we have been doing very detailed stroke technique work as we ease back into training. I am also trying to keep them mentally stimulated by having new workout formats.

Regarding the rest of our coaching staff, we again have high turnover as many of our coaches are leaving the area. Coach Emily's last day is May 2nd as she is transferring to Ithaca College to finish her masters degree. Coach Martin's last day is May 5th as he is now graduated. All other coaches are out of town for the summer. Anna Karubas and Jef Leroux are both NMU swimmers who will be coaching this spring.

I have submitted both of our meet bids for the 2026-2027 short course season.

-Kentucky trip: it is my opinion we should at least be able to fill one minivan to continue trip planning. I understand that for many the timing does not work or the trip is too expensive. It is still my goal to find unique experiences for our athletes that will get them even more excited about swimming and provide them swimming opportunities beyond the U.P. and northern Wisconsin. I am open to suggestions as to how to accomplish this.

-Swim lessons: lead contact me or Chad. To avoid conflict of interest, Heidi cannot be involved. Swim lessons would not be affiliated with NMU in any way and we would only have them at MSHS. Once I return from my trip I will be emailing Jackson with a detailed plan to see if we can negotiate a pool rate less than \$60/hr. (may instead just be 30% of revenue generated—this is common and makes them interested in our success as more kids involved = more money for them too). Instructors will be paid at least \$15/hr. Effective 1/1/2027 that will be minimum wage in Michigan so it doesn't really make sense to pay less than that at this point. For registration I will have to check if there is a way we could set this up on our team website, but not sure if that is possible. More details to come.

-August block party: I am able to make the meet file for this meet too. Event list is TBD. For previous block parties I have asked the kids what events they want to swim, so I can do the same again in MQT and Laura could ask the kids in Houghton. Perhaps we release the event list sometime in the July 13-18 week to give two weeks to plan?

Laura's Report / Houghton

They are in the middle of a break.

June 16th they start again.

Starting blocks are in the pool now.

Old Business

Yoopers Summer Classic June 26-28

- Linda is available for officiating
- Waunakee Wave have already asked if there will be enough room for them to attend (20-25 swim)
- Sent to Sheboygan, WAVE, NLY, MMSY, CAST,
- Tried Gaylord (summer off)
- EUP Piranhas emails was rejected (twice) and no web page, only FB
- Don't think Appleton will be here.

WAC Summer Meet Schedule

May 30 HSSB - 4 swimmers committed

June 14-15 FCY Summer Classic - 0 swimmers currently

July 10-12, 2025 Lakeside Invitational, KY

Google vote to gauge interest. Sent 3/2/2025

Discussion to continue planning any longer:

- As of 4/25 only 1 swimmer signed up for trip and 1 swimmer as a family
- Discussion about logistics for hotels
- With only 1 swimmer this would not work for this year.
- If this is something Grant wants to pursue we could think about it next year.
- Will not pursue for this summer.

Aug 2 Block Party in Houghton

Wisconsin Championship Meets: July 25-27, 2025 / July 31-Aug 3

Fundraising

Freedom Fest

- Contact was made with Jodi Thames letting her know we still want to do this.
- They had a meeting April 30 to discuss operations and logistics - Still waiting to hear from her.

Texas Roadhouse

- We can do this. Just need to set a date. Will receive % of meals and can ask for donations.

SuperOne

- Chad will contact and set a date for September. Will also ask about adding our team to the check out "add a dollar" donation button

Employee Hiring

Info from Jenn via email

Discussion of best option for WAC

In order for us to pay Grant and then complete the taxes, we could do the following:

- Grant could complete a 1099 form which can be found online and the instructions for submitting to the IRS can be done online
- A 1099 is easy for a non-profit because then we don't have to pay taxes and Grant would claim the income on his tax return. By doing a 1099, it avoids us from withholding any taxes and Grant would then submit them to the IRS. However, Grant would need to ensure he is aware of his taxes throughout the year because it would then be claimed at the end of the year.
- She believes it would be pretty straightforward to complete online. Since it would be for 2025, we could pay Grant for the meets throughout the year. Then by January 31, 2026, we would give Grant a 1099 to complete and submit to the IRS that has the totals of the amount paid to the coach.
- If we go the W-2 route, we would need to withhold taxes. If we do that, we could have the accountant Chad spoke to complete (thinks it would take less than 30 minutes each time Grant gets paid) and submit to the IRS quarterly.

- Chad will talk with his contact about this information as well. His contact would charge each month (?) to do the taxes, payroll. What is that cost? There needs to be a total of \$1,000 before taxes can be assessed (?)
- Overall the board felt that the 1099 could be a viable option as we are paying for a limited small amount over the year for meets (since NMU is the employer for training camps).

Swim Lessons

Motion to Discussions going forward with WAC Swimming Lessons

- How would it look who would be lead contact?
- Questions about Registration, Payments, How many hours a day, days a week
How many instructors (pay?)
- Is there a conflict conducting these as WAC when Heidi is the program director?
- Arrangement with HS think rates for pool
- What is the vision/mission of WAC does this fit with that vision?
- Is this something the board can take on at this time?

In favor of Continued discussions about the Learn to Swim Program

Yes 0 No 5 (Laura had left meeting)

Approved: No

New Business

Board positions

Move Joe R. from at large to treasurer 2025-2027

Motion to Approve- Chad

2nd- Jenn

Yes 6 No 0

Approved Yes

Need to submit minutes and then the banking will be transferred to Joe.

Board interested candidates

Samantha Bolm to at Large 2025-2026

Motion to Approve- Loretta

2nd Chad

Yes 6 No 0

Approved Yes

Vice President- none currently

August Keso- Have not hear back

Maria Collett- Houghton

How to help parent understand the board and why we need members

Have some information about responsibilities

These are things we do on the board

This is what we do

What am I volunteering for?

Invite parents to a board meeting this fall

To understand our budget / expenses

Parent Committees

Would like to ask parents to get involved with specific needs of the board:

Fundraising

Team building /Socials

Chad will ask August Keso and Maria Collett if they would be interested.

Holli will organize this.

Sponsorship

Start asking earlier this year- in July

Update brochure

2025-2026 Meet Schedule

October	Block Party / Fun Meet Home Oct 24/25
November	NLY Nov 8 Oshkosh Nov 21/22
December	Menominee Dec 5 and 6 Block Party Dec 19
January	Home Jan 9/10 Titledown Freeze Green Bay
February	Wausau Winter Fest Regional

States

Are Block Parties Continued? Wi Swimming will potentially keep it this year.

Motion to End Meeting

Motion to End Joe

Second Jenn

Yes 5 No 0 (Laura had left the meeting)

Approved Yes

MEETING IN June- TBA