

Attendees: Chris, Joy, Shawn, Ethan, Tara, Sam, Ryan

Actions:

Ethan:

1. Post Sept Meeting Notes to webpage. **Before 10/16**
2. Email announcing Fall Fiesta leftover shirts at a steep discount, \$10/shirt. Have them available at practices. **Before 10/13 and continue for several weeks.**
3. Involve swimmers in committing to their own behaviors and expectations at practices. Document it and post it on a large board in the pool as a reminder to them.
Ethan/Michaela/Ellie to lead, complete before 11/3.
4. Initiate and communicate about a 15 minute parent update meeting, 1st Tuesday of each month. **Ross and Chris to help, first one on Nov 7.**
5. Implement daily or weekly lane captains. Will be rotating on not the same person each week. **Ethan/Michaela/Ellie to implement prior to 10/13.**
6. Swimmer report cards are ready, but have not started yet. Time is tough during practice, but if we do not make it happen, it never will. Implement 2-4 per day, **starting no later than week of 10/23.**

Chris:

1. Michaela 2-Month Review, initial review done, formal coming. **Complete before 10/20.**
2. Getting login information for Tara. **Complete before the next meeting.**
3. Send out USA Swimming non-athlete membership info to new board members. **Jenna and Ethan can help with that. Before 10/16**

Ross

1. Update Website with new board member bios and Michaela bio. Send out an introductory email once complete, introducing new members. **Before 10/20**

Outstanding action items from September:

1. Ethan: Season Macros - Outlined and shared with board and coaching staff by **9/22**
 - a. No information shared with the board yet. Has this been completed yet? Need in place and shared ASAP
2. Joy and Elice: Swimmer Spotlights - Helping Elice kick these off by **9/29**
 - a. Big topic today was swimmer engagement - this will help substantially and recognize kids. Have we started recognizing yet?

Notes:

- Reviewed prior months meeting notes
 - Group approved posting notes to Riptide website
- Board Votes
 - Shawn Loney - Unanimous vote to Treasurer position.
 - Board Trustees - All unanimous votes
 - Ryan Sheldon
 - Tara Hickman
 - Sam Campillo

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- Fall Fiesta Review
 - Financials - "P&L statement", net profit just north of \$3K for club.
 - Overall timeliness of the meet was the highlight. Started on time both days.
 - Opportunities:
 - Facility prep - need support from RPS to have doors opened
 - Includes bathrooms, facility, etc.
 - Lane signs
 - Team seating location signs
 - Swimmer check-in, make more self serve, possibly hang on walls upstairs
 - Better concessions (need more communication from RPS on this)
 - Set expectations with officials
 - NT time entries - Rockfords entry was incorrect
 - Meets in general are proving to be a viable opportunity to raise funds for the club. Increased funds allows for more reinvestment in our athletes.
 - Need parent volunteer support to keep driving this
- Club Spending
 - All purchases require full transparency and board approval. No spending of club funds will happen without prior approval.
 - Example was t-shirts and caps
 - Will begin selling Fall Fiesta shirts at steep discount to move merchandise.
 - Moving forward, meet shirt sales will go through a vendor, eliminating risk of excess inventory for the club.
- Swimmer Development
 - General swimmer behavior has been poor and kids are unfocused, some showing blatant disrespect for coaches and each other.
 - Code of conduct reminders and swimmer input into group norms
 - Monthly Parent update meeting to be held addressing performance and behaviors
 - Need parent help and transparency to challenges
 - Lane Captains as a rotating role.
 - Report cards are ready, but not done yet.
- Parent Feedback.
 - Several parents are concerned about the quality of coaching and level of attention. One family is leaving the sport.
 - Report cards are ready, but not done yet. These will help with better attention and swimmers being heard
 - Large groups make it harder for more personalized attention, but better efforts will be made by coaches to give every swimmer both positive feedback and constructive feedback regularly and consistently.
- Michaela 1 month review.
 - Very positive feedback from families, she is an excellent addition to the club.
- Coaching schedule going forward.

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- Ross and Jenna are able to start helping with coaching again in limited capacity in the coming weeks.
- High School volunteers interested in helping during the off season. We will sign off on volunteer hours for them.