

Humboldt Swim Club – Board Minutes

March 18, 2021

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Meeting Called to Order at 5:34 pm

Board Members Present: Rebecca Baugh (President), Ivy Breen (Vice President), Amy Martin (Secretary), Kit Meyer, Karin Grantham, Kristin Johnson, Russ Turpin, Thomas Blair, Breanna Cahoon (Treasurer), and Neal Guthrie

Board Members Absent: None

Staff Members Present: Mike Nichols

Review of Minutes - MOTION for approval of December minutes by Ivy and seconded by Neal, passes unanimously, with changes.

Public Comment: Jennifer Coriel, Caitlin and Winslow Condon

- Jennifer Coriel would like to get meets on the book
- Helping kids getting support for incoming seniors applying to college
- When we pay full price will the hours be the same as before

Treasurer's Report:

- See attached report
 - Automatic payroll has been set up
 - Sponsorship at \$14000, thank you have been sent out
 - Second PPP loan came through
 - Special Pool Sponsor level - Healthsport, The Club and ACP
 - Grants to CCU - decisions will be made at the end of April
 - Team Unify registration - draft is set up
 - Need to renew domain - Breanna asked Drew to help. Looking for a one year option.
- Add Next Months agenda

Fundraising

- Big Lagoon Swim Update - The committee for the open water swim met March 11th at 5:30. We are currently waiting for the county to send the paperwork for the permit and have asked how the county can be paid for the permit. Coach Mike is also

working with the county health department on non-spectator youth sports events COVID approval plans, the county is still working on these procedures. The planning committee will do a quick check in April 1, 2021 at 5:30pm, we will plan to check in every 2 weeks until after the event. Permit cost is \$250

- Sponsorships - Mailed letter than email follow up was great.

Coach's Report

- **Meets** - Mike is working with Redding for meets in the summer (limited attendance meet). Will depend on clearance for their LSC. Mike will send an email as soon as he signs up.
- Mike has reached out to Northern Bay Area teams in hopes of getting invited to intrasquad meets
- We have been invited by teams in Socal
- We could possibly rent pools in other areas. Saturday, March 27 from 7-9pm and Sunday evening.
- Local grants for blocks
- Practice schedules: pool space time is close to what it will be long term.

New Business

- Competition Schedule - See coaches report
 - This lagoon meet falls in the middle of championship meets if they do go ahead. July 16 & 18 the would be Senior, Sectionals is August
- Annual Safe sport acknowledgement - Just 18 kids left to sign
- April Dues - Keep dues at 75% and \$50 for intro. MOTIONED by Kristy and seconded by Thomas.
- High School Season - New Ad at Arcata High, we are not part of a league and we will not be given a pass. Our section of CIF is not offering any playoffs.
- 2020 Taxes due 5/15 - Ivy will check with the accountant to make sure she got everything from Jennfier - Keep on next month
- Team Pictures - Paul Swenson is back up and running, outdoor photo. Swimmers can do individual photos. Team photos can be cohorts (they will have to be wearing masks). Moonstone or Arcata Marsh. Schedule in late afternoon. Week of April 6th
- Personalized Swim Cap/Team Suits?/Team Banquet?? (This on our Major Events Calendar)
 - Rebecca - Cohort activities instead of team banquet
 - Mike - is waiting to hear back on suits
- Jan's Resigned from the board on Feb. 22, 2021

- Next time - Open board seat for April meeting/Bylaws (Kit, Rebecca, Karin)
- Jen Coriell and Winslow Condon are interested in joining the board
- Waitlist - next month

Adjourn - 7:45

Treasurer Report: March 2021 – Breanna Cahoon

MARCH HSC Board Meeting 5:30pm 3/18/2021

- PAYROLL ACCOUNT:

- Payroll Direct Deposit Successfully submitted! First run was March 12th!
- Mike's Health Insurance should be auto debited from our *HSC payroll account* starting March 1st. – Hasn't shown up yet.

- Jennifer's QB Reports Attached:

- Feb P&L, 2021 Budget Report, Feb Balance Sheet

- Coast Central Bank Statements Attached:

- Business Checking: \$83,682, Payroll: \$19,368, CD: \$11,057, PPP: \$14,095

- INCOME

- Membership: \$3,252.80
 - Discounts: \$440
 - Total: \$2,812.80
- Sponsors: \$10,403.83
- PPP 2nd Draw Grant: \$14,095
- **TOTAL Income FEB: \$27,336.69**

- EXPENSE

- Legal & Accounting: \$500
- USA Reg: \$255 Team Renew + \$63
- Team Unify monthly Fee: \$44.95
- Postage: \$55
- **TOTAL Expenses: \$599.95**

- Sponsorship 2021, Full Sponsor List Attached:

- **\$11,525 as of Feb 28th 2021.** \$14,065 as of today 3/18/2021
- Thank You's have all been sent out!
 - Team Picture??
 - Thank you ideas from 2/18/21 meeting:

- o **Thank You's in the MEDIA**
 - Letters to the editor
 - News press release
 - o **Special Pool Sponsorship Level**
 - HealthSPORT, The Club
 - HSU, ACP
- **Grants:**
 - o Coast Central Grant **SUBMITTED February 2nd.**
 - \$4,300 requested to buy a Storage Shed from local company **Junior Barns**
 - Total cost estimation: \$4,300 shed + \$700 foundation + \$300 Shipping/tax = \$5,300 (\$1,000 in team fundraising)
 - o \$15,000 Lendistry Grant application submitted 1/11/2021
 - We are on the list for **round 4**
- **Filings:**
 - o **Statement of Information:** I filed on March 12th, received confirmation on March 14th. Statement of Information Attached.
 - o **Articles of Incorporation:** Request mailed to the Secretary of State (in January) for a copy of our filed Articles of Incorporation. Have not received anything back yet
 - Will need to file an updated amendment with current officers once original Aol are received.
- **Team Unify Online Registration:**
 - o Draft Registration Set up! Not open yet, set as open 8/1/21 for current members and 9/1/21 for new members
 - o Has multiple tabs for member agreements.
- **NEW: Web Hosting & Email: Blue Host**
 - o I've asked Drew to help with this!
 - o Our web hosting expires on 3/31/21. (hscswim.org)
 - o It was set to Jan's credit card. Needs a new card to process.
 - o Currently we are set up as 36 month plan
 - 2018 it was \$395.64 for 3 years @ 10.99/mo
 - Now, looks like 15.99/mo so \$575.64 for 3 years ??
 - Mike & I don't like the email platform at all! Not mobile friendly, both of us forward to different emails.

Coaches Report for March's Board Meeting
Head Coach Mike Nichols

Programming:

We're back in the water for all groups and nearly offering full schedules for all groups. Without knowing what our future pool space will look like, the plan for now will be to continue offering 1.5 weekly hours of in-pool training for our Intro and Bronze groups, 3 hours for Silver I, 5 hours for Silver II through Senior II. There are quite a few tangents for our scheduling when we return to ACP, however, we will not be able to change much of what we offer our Senior programming.

Orange or Yellow tier:

Intro & Bronze -> will remain 1.5 hours of in-pool practice, with a small chance of Bronze receiving a 3rd day and having up to 2.5 hours of in-pool.

Silver I -> will remain at 3 hours of in-pool practice, with a chance of receiving a 4th day and having up to 4 hours of in-pool practice

Silver II -> will remain at 5 hours of in-pool practice, with a chance of adding 1 to 2 days of weekly dryland

Gold -> will potentially bump up to 7 or 8 hours of in-pool training and add 2 days of weekly dryland

Senior I & II -> dryland will increase and I am working on a few different in-pool setups to bring in the Senior I & II groups at the same time by increasing the number of swimmers per lane. For the moment, the following model is the most impacted setting, which allows us an opportunity to get to 6.5 - 7 hours of weekly in-pool training: assigning Senior II athletes to two/three lanes, with athletes starting at each end of the lane, leaving a lane open, and having the Senior I athletes swim in the other two/three lanes. They will have a staggered starting and ending time to keep total bodies out of the water with potential close contact to a minimum. I would appreciate board feedback on the setup. We were running a similar model at ACP when we had a group in the 6-lanes and another in the deep/shallow.

*****Addition after March's board meeting ***** I understand my plan to keep the Senior in-pool training around 7 weekly hours came as a bit of a shock to the board members, however, it was a point I made in my interview that was picked over several times by Jan and Brendan who found it hard to believe I have trained athletes at an elite level, which I consider NCAA Division I recruitability as an elite level as well as CIF-SS Division I Finalists, with daily workouts in the 2-3,000 yard range. The 5-years I spent at Los Al and 6-years at Fountain Valley High School were my testing periods. I was the Frosh/Soph and JV coach at Los Al, but I had male athletes achieving current CIF-NCS consideration cuts from 2005-10 and cuts don't usually get slower. The Fountain Valley program is where I dialed in what I consider an elite level training program for college bound athletes, which is where we found the balance to be 5-7 hours of in-pool training with 5-7 hours of weight training. Our sprinters were typically at the 5-hour mark of in-pool and 7-hours of weight training, with our IM'ers and short axis fluctuating between 5 and 6 of in-pool and 6-7 of weight training. The distance squad would be 6-7 hours of in-pool and 5-6 hours of weight training. The current Senior program has no defined event specialists, but with some of our athletes being Juniors in high school they are being assigned events they have shown the most strength in over the course of our brief competition cycle since I arrived. Our Sophomores and younger, will have a chance to develop a larger portfolio before focusing on a series of events they choose to present as recruitable events. Again, I understand the culture shock of going from 12 hours of in-pool training + 5 hours of weekly dryland to the current 12-13 hours total, but this is a system that provides fewer opportunities of injury and better prepares them for collegiate training which relies heavily on weight training. There are training markers the athletes need to meet throughout the season, individuals training on their own to get more pool time or lift more run a high risk of injury and over exhaustion which will disrupt their end of season taper and performance. This is why I spend so much time talking with the athletes about how their body is feeling, what their level of exhaustion is, where do they feel muscle soreness, etc. I take the physical stress they are exerting in the pool, weight room, XC, soccer, basketball, etc. into consideration when I write their in-pool workouts, set their in-pool training goals, when I give one of them a goal time during a set, their weight room routine, etc. Every moment of exercise is accounted for in order to squeeze the most out of them when it comes time to perform at a meet. I contribute my success in keeping my athletes healthy and

getting them to exceed their athletic goals, to the program I developed with a few coaching peers led by a question Dave Salo asked himself almost 40-years ago now: "As a coach, shouldn't my goal be to see how little I have to train for peak performance?" The rest of his book *Sprint Salo* is attached, but the long short of my philosophy comes from his Introduction section. Training program aside, we do not have enough available pool space to offer 10+ hours of weekly time for our Senior athletes. The monthly dues were raised, but they barely cover our current rental expenses. The weekly practice times above fit the curriculum expectations and provide the necessary time in the water for their success and growth throughout the program. I assessed our rental facility expenses and potential lane space allocations before developing the group dynamics. Our Silver I group will grow to be our largest group and it will hopefully sync with an increase in pool space at ACP to accommodate it's growth. An Intro swimmer will not need more than 1.5 hours of pool time to transition to Bronze and a Bronze swimmer will not need more than 2.5 hours of weekly pool time to transition into Silver. A Silver swimmer will eventually need more than 3 hours to transition into Silver II, but a Silver II swimmer will not need more than 5 hours to transition into Gold. I do agree our Senior program will need more than what they were getting from September through November, they were scheduled to swim for 1-hour/night, but it was closer to 45-minutes due to The Club closing the pool around 8:15 p.m. nightly. I put myself in a position to be hired by The Club and am now allowed to close the facility at 9:00 p.m., which increases our pool time to 1.5 hours and decreases the cost per lane/hour to match ACP at \$4.50/lane-hour (not including the 6+ hours of additional weekly weight training access, which would lower the hourly expense). The program needed more time, I found a way to get it for free.

Staffing:

We're pretty much set with locations being split and the breakdown of groups. Kelly has been getting in a solid groove with her Silver program at HealthSport, Jacob and I are co-coaching the Intro/Bronze groups, he is pushing the Gold group a bit early, but it is part of his growing process as a coach and I will review with him once we get to a meet. Ellie has been enjoying the mornings with our Senior II athletes and has commented on an impressive

growth in all of them from when she last had them at The Club in November. We both just started working with the Senior I athletes, their curriculum will expand as they are introduced to more of the facility.

Competitions:

We have nothing at the moment on the calendar. I am checking each of the OME/Swim Connection emails for opportunities. NNA is hosting a meet, but it closed due to capacity practically before it opened for the 13+ and there were a few spots open for the 12&Under. There was an error on their end with entries, which allowed a few HSC 12&Unders to sign-up before it closed a day or two after it opened. The meet was originally supposed to be for local Pac and Sierra Nevada teams only, but they did not click a button when posting the meet and all teams were allowed to enter. I reached out to the meet director, he did not remove our swimmers, but asked me to wait until March 4th or 5th and if there were still spots open, he will let me fill them with our 12&Under swimmers. The meet filled February 26th or 27th.

***** I helped run the meet in Reno and it was just as I remember: really easy & repetitive and at times overwhelmingly frustrating! The good news is, the meet officials (which were mixed between Sierra Nevada and Pacific) as well as a few coaches offered to invite us to two of their Pacific Swimming Zone 4 meets: May 28th - 31st (Memorial Day weekend) and July 16th-18th. The May meet is single swim and the July meet is prelims/finals and we should know if we're on the list in a few weeks. I thought they were Sierra Nevada meets, but they're actually Pacific Swimming!

I would prefer we are proactive in renting pool space to host an intrasquad meet or find/buy at least 3 blocks to host one at The Club. I am concerned that if we wait until the April LSC coaches meeting and all programs decide for whatever reason to keep their meets as intrasquad meets, we will have wasted all of March and April hoping to get a chance to join someone else's meet. There are three meets listed in Sierra Nevada -> April & May hosted by Shasta Y Sharks and June hosted by Redding Aquaducks. I do not believe we will be on the invite list if those meets are cleared to happen. They will most likely stick with Sierra Nevada programs and not allow Pac Swim teams to mob their meet(s).

I have been working on the logistics of a 1-2 week travel training trip and was hoping to introduce it last year, due to COVID I have modified the event. NOVAquatics would like to host us for a meet weekend and I would like to bring as large of a group down as possible. The current itinerary is a weekend trip with us flying down Thursday June 10th and returning Tuesday June 15th. The athletes would miss the last day of school, but we would have events Friday afternoon, Saturday, and Sunday. We would have a beach day on Monday and fly back Tuesday afternoon/evening. The trip could be a hybrid of coach and family chaperoned. The coach chaperoned would be for Gold through Senior II, all Silver and/or Bronze and Intro would need to be a family trip. Lodging, flight, and transportation would be around \$800/athlete for the coach chaperoned portion. I bring this up because I would like to do a true training travel trip with the Senior program in the future, where we drive or fly down, do a series of meets, training, and college campus visits. I am concerned with the lack of opportunities to compete this Summer and believe this would secure a high level meet on the calendar and provide an opportunity to travel as a team before our July championship meet. I understand it's quite the distance to travel for a meet, but I do not see any of the Pacific Zone meets being cleared to offer competitions and would rather be proactive in securing a meet than waiting another month or two and it being too late to spring an \$800 trip on families.

Public comment:

We have two families asking to switch over to Tuesday/Thursday, but no families asking to switch to Monday/Wednesday. I did not send out a survey to ask who can swim when and arbitrarily assigned kids to days because we had such short notice of getting back in the pool. When we hear about ACP reopening, I will send out a survey, ask people's availability, and work on a schedule accommodating their schedules.