TAC Board Meeting Minutes

March 2, 2022

Call to order

The monthly meeting of the Thunderbird Aquatic Club was held at Fidalgo Pool and Fitness conference room on Wednesday, March 2nd. President, Silvy Yamazaki called the meeting to order at 5:29pm.

Present

- Silvy Yamazaki, President
- George Minkel, TAC Head Coach
- Dawn Brown, Vice President / Hospitality
- Leslie Eastwood, Fundraising Coordinator / Parent Rep
- Letitia Houtby, SafeSport Liaison
- David Hansen, Treasurer/ TACM Co-Rep
- Edda Hernandez, Co-Treasurer / Hospitality
- Ginger Forner, Secretary / TACM Co-Rep

Absent

- Jillian Dees, TACM Head Coach

Guests

- Robert Peterson, Director – Fidalgo Pool and Fitness Center (FPFC)
- Dan Brown, TAC Parent

Approval of Agenda

The agenda was unanimously approved as distributed via email on February 16th, 2021 with supplemental agenda items sent on Feb 23rd and 27th.

Approval of Minutes

The minutes of the previous meeting were unanimously approved as distributed.

Roundtable Reports

TAC – Coach George was joined by Robert Peterson for the Coach's Report and FPFC Update. In relation to the team with FPFC and TAC, George feels there are 3 options for responsibility of the team and coach's salaries/benefits: 1) FPFC 2) TAC 3) FPFC and TAC acts strictly as a Booster club for team fundraising.

How coaches are paid from TAC and taxed was discussed. Currently TAC is paying coaches directly for meet sessions and bonuses. It was agreed that TAC will now pay FPFC and FPFC will then disperse the money to coaches through their FPFC payrolls. This allows coaches to be taxed accordingly through their FPFC withholdings, taking the burden off coaches to deal with later. Coaches are not employees of TAC, but still receive 1099s from TAC to report their income earnings.

Motion

- Motion by Dawn Brown, seconded by Edda Hernandez that TAC pay FPFC directly for any coach's fees, bonuses and funds for distribution to coaches through FPFC payroll. The motion carried with all in favor.

On March 12th, George will hold try-outs for new swimmers accounting for the seasonal flux in athlete participants who may be moving to different spring sports or out of the city (military families). Rob mentioned that a summer program is in works that will be a stroke clinic for 8-13 year olds (level 5/6 swimmers).

George announced he will be staying on as the TAC Head Coach after an offer from the Bellingham Bay Swim Team. He also requests a hire and need for a second full-time coach to balance responsibilities and further the team mission and growing success. Rob and George will run the numbers, but there is an expectation to determine who will pay for what (are the team and coaches "owned" by FPFC or TAC). Also with an increase in coaches, there will be an expected increase in swim fees. An increase of fees could be made enticing. Most other neighboring clubs have higher swim team fees, but offer membership perks such as team suits, gear, etc. Dawn volunteered to help create and distribute any job announcements.

FPFC will be following state guidance lifting the indoor mask mandate on March 12th. Spectators will be allowed for the next home meet and concessions offered.

TACM – Coach Jillian announced the Masters meet this year has been cancelled. With David leaving the board, he urges the group to find another member who can assist as a Masters rep and help bring fresh ideas. George mentioned that he would like to get another full-time Masters coach to split duties with Jillian. They are currently searching for candidates. With Zoe's absence there have been many practice cancellations, which have caused a lot of concerns and ideas floated for how to resolve future cancellations. There are liability issues with Masters acting as lifeguards/substitute coaches who do not have the FPFC required current deck training and certs. There was a question posed if TAC/TACM has liability insurance and how that would factor in. Edda volunteered to review the policy.

Hospitality – Dawn presented a Meet Committees document defining operational areas for home meets. George will be setting up volunteer sign-ups through Team Unify. Help with hospitality and other items defined with George will be worked through. With the mask lift, spectators will be allowed back in the building. In the past, heat sheets had been printed the night before for sale to parents. George prefers to hold off printing heat sheets until necessary as there are many changes up to the event.

Upcoming Team Building Events:

1) **Scavenger Hunt – Sat, May 21st, time TBD**. Dawn will be asking board members to help create 2 clues each for the hunt. Hunt will take place within defined boundaries (Commercial Ave through M? - TBD) and include groups of 8-10 kids per team. The winners will get a pizza party this year. (A purchase of a pool party is another idea for next year.) All participants will get a hot dog meal from Frugal Dog at the finish line.

2) **Pancake Breakfast – Sat, April 16th, 8:00-10:30am.** A pancake breakfast for all swimmers and families. Dawn will be asking Katie Kaestner, a local PA and former TAC member and Olympic tryout, to speak at the breakfast and share her inspirational stories. The Spring Sectional swimmers

may also be asked to share their recent race experiences with the team to help show encouragement and motivation for our athletes of all ages.

Budget – David emailed the Treasurer's Report to the board on Feb 28th and announced at the meeting that he will be stepping down as Treasurer with Edda taking the helm (he will still be available offline to help answer questions). For transparency, the board will distributing the monthly TAC Treasurer's Report to general members along with the Minutes. The question was raised if TAC can distribute a portion of its holdings to a higher earning account. David mentioned that Friends of Fidalgo Pool has some funds in a Vanguard account and if TAC chooses to do this, it will require fiduciary accountability to manage and maintain (policy and committee watch group).

Fundraising – Leslie discussed lessons learned from AYSC thus far, specifically, to start planning much more in advance, be clearer with the procurement forms/process, and to ask or collaborate with Friends for help with the base cost of a pool party. FPFC cannot donate a pool party because it would be a gift of public funds, but they could do it at cost. Leslie also notes other fundraisers could be named for donations toward a pool party (purchase from FPFC at cost) for the AYSC Auction.
SwimTACular sign-ups and order forms will be edited from last year and our goal will be to purchase lane lines. Coach George will be looking into the type he would like.

SafeSport – On March 2nd, Letitia notified members of the March Safe Sport Training Webinars available for Parents, Athletes and Coaches to register. She also included a video link to Safe Sport and offered her contact for any questions and concerns.

Letitia announced that USA Swimming is officially allowing athletes to participate based on their identified gender. Facilities will have to be prepared with gender-neutral bathrooms and changing areas. FPFC has pool policy in place to support with gender-neutral bathrooms upstairs and staff changing rooms available for use.

For the next home meet, Letitia will be hanging Safe Sport signs. George mentioned he found some large signs that were lost and Rob said the pool uses Bayshore office supplies for print jobs.

Agenda Items - Unfinished business

Silvy discussed voting measures defined in the bylaws and how we should proceed with editing and amending. Currently the bylaws state that voting is to be conducted in written form or aural count, but as Covid has demonstrated, voting has been taken electronically. We also agreed that every TAC family receive one vote, no matter the number of swimmers or parents. Bylaws will be edited to include wording for electronic voting measures.

It was discussed if George could be a member of the TAC board and has a vote in board matters (abstaining for general membership votes and those concerning coach raises/bonus'). The Bylaws would have to be amended if that is to be the case.

New Business

Guest, Dan Brown, joined the meeting and presented his concerns for the TAC bylaws, mission statement and our future. He calls for a review and update of our Bylaws and our Parent Handbook to recognize the success of our history and clearly define what TAC is here for. Dan states TAC is here for the kids. Please see attached his statement.

For Action

- Volunteer to assist with AYSC Auction through sign-up genius. Leslie sent an email on Feb 27th through Team Unify with an updated sign up list.
- Work with Coach George and begin planning prep for the Spring Thunderbird home meet.
- Edda review any TAC insurance policies found.
- Dawn assist George with any coach job announcements/distro.
- Discussion on changing Bylaw wording to decide at what amount the Board must take a Motion to the General Membership for a vote.
- Discussion about adding Head Coach to TAC Board.

Announcements / Save the Date

- The next Parent Meeting will be held the same day as SwimTACular – Friday, April 29th.
- Pancake Breakfast – Saturday, April 16th.
- Scavenger Hunt – Saturday, May 21st.

Adjournment

Meeting adjourned at 7:20pm. The next TAC Board Meeting is to be determined at the FPFC conference room.

Minutes submitted by: Ginger M. Forner, Secretary

Minutes approved by: Silvy Yamazaki, President

Date: March 4, 2021