

TMEC Board Monthly Meeting
Community Rec. Center (CRC), Temecula
February 23, 2013

Meeting called to order at 10:12 am

Present: Shawn Bierle, President; Sony Christian, Payroll; John Wood, Vice-president; David Jackson, Facilities; Steven Day, Jason Rothlein, Mark Carlson, Treasurer, Jerry Pulley, Susan Bierle (nonvoting member, present until noon)

Parent in attendance: Tera Schneider

Coaches in attendance: Nathan Wilcox, Jenn Beech (both arrived at noon)

Absent: Carol Wilson

Note: these minutes were transcribed from an audio recording

Minutes: **Motion:** Approve minutes of November 2012 TMEC Board Monthly Meeting. Was seconded.

Yes: 5, No: 0 Note: only Board members active in November 2012 were allowed to vote. Motion passed.

Motion: Approve the minutes of the January 2013 TMEC Board Monthly Meeting.

Motion was seconded.

Yes: 8 No: 0 Motion passed.

There was clarification that the nonresident fee will be charged to TMEC members twice yearly in July and February. This was the first year that the City submitted a separate invoice for the fee to TMEC. Mark Carlson has made the change to the TMEC policy manual and the registration form.

President's Report, Shawn Bierle

Team sponsor, Papa Murphy, will supply Peel-a-Deal cards for TMEC families to sell. Board is asking that each family sell 3 or more cards at \$5 each.

Events, Susan Bierle

Susan has posted the team events chosen at the last meeting on the team website calendar.

Corinna Bruener will be the host for the Pizza Factory Team party tentatively scheduled for Sat. April 20th from 1-3 pm.

Susan will be contacting MVP Photography to set up a team photo day. Morning time is better for scheduling and quality of portraits. By signing a 2 year contract previously, the team received a number of bonuses. Susan will investigate again signing a two year contract and report back next month.

Awards Ceremony: Distribution of awards will change to streamline presentation, add graduating seniors to speak. Susan will investigate cost of renting CRC pool to follow an afternoon awards ceremony.

Susan listened to the Team Unify (TU) fundraising webinar for the swim-a-thon. How it works: Each swimmer's family creates a profile and links their contacts, for example through Facebook or Twitter. A mass email is sent to the swimmer's contacts asking for

swim-a-thon support. If the receiver agrees, they click on the link and donate to that specific swimmer. Benefits: Swimmer potentially contacts more people than previously; the donor can easily make a flat rate donation and pay by credit card so that there is no follow-up by the swimmer needed, appears user-friendly from administrative side. Negatives: Fees- no start up fee, but TMEC would need to open up Gateway credit card processing account. A three month temporary account is \$12/month for a total of \$36. There is also a 2.95% transaction fee + \$0.30 per transaction. In addition, TU has \$3.95 per donor processing fee. The \$3.95 processing fee can be absorbed by the team, passed on to the donor, or made an optional fee for the donor to pay. Susan noted that for those donors who make (for example) \$10 cash or check donations, it would be good to have an option to bypass the TU system, and thus any associated fees. Discussion of the topic was that the fees are high, especially if the donor is making a \$20 or less contribution. An alternative would be for TMEC to develop its own site perhaps through PayPal or Active.com. For this year it was decided to stay with the way the team has run the swim-a-thon in the past, but to investigate if a team member could develop an online donation payment system to have in place by January 1, 2014 for use next year. Website should have announcement about the Swim-a-Thon with info about how it benefits the team. Mark suggested offering to take PayPal payments for those who want to donate with a credit card.

Facilities, David Jackson

David expressed concern about TMEC's potential for exceeding the team's time allotment at CHS. He also expressed concern about conducting dry-land training on the pool deck.

Bill Berryman has offered to make some hooks which can be permanently attached to the lane lines to prevent the loss of the lane line extenders.

David brought up that some of the coaches have had very hard schedules the past few months. He stated that the coaches may arrive at a swim meet at 7 am and stay until 7 pm multiple weekends in a row taking 100's of splits per day, talking to and supporting 100 swimmers each day and their parents. The Board is very happy with the coaching staff and its performance.

Coach Nathan is working with Sasha and Travis to have them ASCA Level 1 certified. There was discussion about uniform TMEC apparel for all the coaches including an All weather Arena jacket (\$80), Arena polo shirt, 2 T-shirts, and sweatshirt.

Motion: To buy a clothing package consisting of 2 TMEC blue T-shirts and a TMEC blue sweatshirt for each coach upon their hire and for currently employed coaches who do not possess them already. Future option, suggested that after 6 months of employment, to additionally provide an All weather Arena jacket and Arena polo shirt for each coach.

Yes: 8 No: 0 Motion passed.

Susan will take care of T-shirts and sweatshirts. John will work with Tim to get other gear.

There was also discussion about coaches' pay at championship, meets with 3 sessions (heat/finals), and 9+ hour duration meets.

Motion: To create a 2 tier rate payment for coaches' pay at meets. If the meet is 2 sessions and lasts less than 9 hours, pay rate is \$100 per day. If the meet is 2(+) sessions and over 9 hours long, the pay rate is \$150 per day. Motion was seconded.

Yes: 8 No: 0 Motion passed.

Motion: to pay a bonus of \$250 each to Coach Nathan and Jenn for February 2013 JO Max and Super JO meets and \$100 to Coach Carol for the JO Max meet. Someone will check to see if Coach Sasha should be included also in the bonus pay dependent on her hours worked at JO Max Meet. Motion was seconded.

Yes: 8 No: 0 Motion passed.

John Wood confirmed that the coaches are reimbursed, to a reasonable level, for their lunches when holding a monthly coaches' meeting. This is done by disbursement.

General discussion

Jason Rothlein would like to see future implementation of an academic standard for swimmers to remain on the team. Example standards would be discussed and decided at a future time, with leeway for those with nonstandard grading evaluations. Tera Schneider added that high schoolers who want to pursue sports in college must meet NCAA Clearinghouse standards which may be more stringent than their high school graduation requirements. John Wood has talked to Coach Nathan about starting a mentoring program for the incoming freshmen to talk to Coach Nathan and one of the high school swimmers about the demands and expectations of sports and academics at the high school level. Tera suggested a "Swimming in College Night" for those 8th graders and older who may be interested in how to prepare for college admission and high school requirements of the NCAA. Susan suggested that swimmers could voluntarily submit their grades to the coaches at the end of the grading period and those who qualify with a certain GPA could be part of TMEC's "Academic Team" and have their name listed on the website and receive a certificate. She'd like to start this by the end of this school year & all agreed.

Long course training time for Gold+ older training groups: Coach Nathan has been encouraged to maintain his relationship with NOVA; set up carpools for 5-6 training dates; and set up practice times with NOVA. There is not support among the Senior Group parents to drive to Hemet for long course practice during the summer.

Treasurer's Report, Mark Carlson

Mark passed out a report with the ending checking and savings balances for 2012 and "The Towers" for 2013. December and January pool fees and the nonresident fees have been paid to the City of Temecula recently. He also had a report of Budget vs. Actuals through January 2013 with a positive net income. Mark will transfer \$40,000 from checking to savings.

Coaches' Reports

Note: Shawn confirmed that Coach Sasha did not stay for finals at JO Max meet, so she will not receive bonus pay.

Coach Nathan:

At Super JO's, two sectional cuts were achieved and 7 team records were broken. Nathan will complete a questionnaire from Jeff Julian regarding the Super JO meet and will recommend that the facility have an air filtration system or move the meet to an outdoor pool.

Nathan held a Coaches' meeting with Coach Jenn and Coach Carol. They discussed fundamental changes such as no "thumbs first" entry on butterfly or freestyle, 2 kick fly teaching in Stroke School, how to properly train 200 yd. and above events, and standardization of stroke school lesson plan.

Nathan has been given permission by Dave Salo to shadow him for a week and work with the Trojan Swim Club and the college. Nathan asked that his time spent shadowing be considered work (education) time rather than vacation time. He is working on finding a replacement to cover his groups while he is gone. The Board agreed that it is work time (not vacation).

Nathan asked that the Board consider buying a Power Tower for the team at a cost of approximately \$3000. It was suggested that if the team had a Power Tower, it may be stored at CRC rather than Chaparral High School (CHS). The team would need approval on how and where to store the apparatus. Preference was that the Tower be kept at CRC. There was also some concern about which age groups would use the Tower.

Nathan said that the storage box at CHS is inadequate in size for the team's needs. He will get plastic bins at Home Depot to organize the equipment and is looking into getting a larger storage container.

Nathan will send out copies of the proposed Travel Waiver and Medical Release to the Board.

Nathan asked for next year, that TMEC request to switch scheduled pool time with the water polo club so that TMEC has the 5-7 p.m. slot and the water polo club has 7-9 p.m. slot.

Nathan is continuing to consider having a pre-Senior group along with Senior and Gold.

Coach Jenn:

Membership is at 321. Try outs are continuing. The team may have to consider a team cap during the summer. Jenn will check if there is incorrect information about tryouts posted at SwimGear.net. Many referrals appear to be coming from Noonan's. Shawn will visit them and deliver a tryout poster. Tera said that Swim To Shore has a photo of her son with his swim medals posted at their facility.

Jenn is working on the Spring Break schedule for CRC. Because of the complicated schedule at CRC, Jenn asked if there will be pool time available at CHS during Spring Break.

Jenn will check with Gwen about pool time June 1st for the swim-a-thon.

Jenn will send out announcement to team members about an increase in long course meet fees.

Jenn attended a Program Committee meeting where they recommended a change to the Eastern Committee on the meet bidding process. For Last Ditch and championship meets, it was recommended that those teams who are interested in hosting them, submit their names for balloting and the whole committee votes on the location. The team that wins the ballot would be skipped in the bidding process. The Eastern

Committee will vote on this proposal on the 2nd Tuesday in April. Jenn will email the date and location to the Board so that those interested in supporting Jenn can attend. Jenn announced that she will be attending a swim conference at Stanford on April 12-14th. Sasha and Nathan will cover her groups and the Red/White meet that weekend. She asked if the Board would consider financial sponsorship of the trip for approximately \$500.

Jenn spoke briefly about the reporting form that she used during evaluation week for the competitive groups. She feels that it helped with swimmers' and parents' understanding of areas to work on.

Shawn asked Nathan to continue contacting former coaches regarding their summer plans.

Shawn expressed appreciation to Jenn and Nathan of the great job that they've been doing and the dedication that they've shown. He also conveyed appreciation for their carpooling and staying at family homes when attending meets.

Motion: To pay for Jenn's education trip April 12-14 an amount not to exceed \$500.

Motion was seconded.

Yes: 8 No: 0 Motion passed.

Motion: To adjourn the meeting. Was seconded.

Yes: 8 No: 0

Meeting was adjourned at 12:43 p.m.

Submitted by Carol Wilson, Secretary