



Regular Meeting of the Board of Directors

(December 18th & 7:00)

(Zoom)

MEETING MINUTES

Presiding Officer: Rob Courtney

Meeting Called to Order: 7:00pm

Roll Call: Coach Jen, Rob Courtney, Chris Denisac, Lisa Macias, Kaydee Spencer, Jonalle

Dowden, Lorriane, Tanyshia Johnson, Steve Granodos

Coach Nicole

Parents: Holli, Gerald Blanding

Last weeks minutes: Motion Chris Second Coach Jen Approved 5/Opposed

0/Abstain 0

UPDATES/REPORTS

Rob- So first and foremost, we welcomed our 2025 new board members to our meeting, we gave them a look behind the curtain. So it was a good opportunity for us to share what the role of the board is and what the role of our codes is. We talked about what the first meeting in January will look like.

-We also spoke about our 2025 travel trip to... Montana and so families if you are interested or people that have never been to Montana and want to swim there Please make sure that you have them reach out to Coach Jen about that.

-We talked a little bit about WAGS again and how Later this week, any qualified swimmer will receive a bag from. one of our families that includes snacks, a swim cap, and a t-shirt for those that are in their slot.

-We have an Eastern Finals meet that's coming up in February, and we're going to be sending out a notification to our club members that because it is two full days of Eastern

Finals, we're going to ask that each family participate with 15 hours volunteering for competitive groups and five hours for our non-competitive groups. hours This will allow us to spread the love. will allow us. So it will be two Query days together.

-We also talked a little bit about some of the regulations and some of the things that we need to do as board members regulations to get everybody qualified to be on the 2025 board.

-It looks like we have a couple of families that are not new board members, but I will open it up to any families on the call, whether you're a new board member or whether you're a family, if there's anything that you would like to talk about or share, please go ahead and take the time now. I see Gerald, you're on the call, and then a few new board members. Any comments, questions, Gerald, that you have for the board today? All right, I will take your silence as you don't want to talk to us tonight, but we appreciate you joining. If there is anything that you'd like to go over, please feel free to either raise your hand or open your microphone. Just because we don't have anything to say right now or no questions doesn't mean that you can't speak up at the end or sometime middle if you have questions so at this point we'll go ahead and transition over to coach Jen Jen would you like to go over your coaches report

Coaches Report Month: November 18 - December 16, 2024

Submitted By: Coach Jenn Beech

Date Submitted: Monday December 16, 2024

I. Numbers Report

a. Team Totals: 347

	5- 8	9-10	11-12	13-14	15-18	Total
Girls	32	37	42	31	21	163
Boys	23	33	53	47	28	184

b. Competitive Groups:

Training Group	Last Month Attendance %	Current Month	Last Month
Age Group Gold	59%	21	21
Age Group Silver	57%	31	32
Age Group Bronze	45%	31	37
Jr. Bronze	44%	34	34
Jr. Silver	55%	18	16
Jr. Gold	59%	15	15
Sr Bronze	56%	30	30
Sr Silver	62%	16	13
Sr Gold	62%	7	7

c. Other Groups:

Training Group	Last Month Attendance %	Current Month	Last Month
Stroke School #1	42%	26	27
Stroke School #2	51%	27	27
Pre-Competitive	46%	37	41
Competitive Readiness	50%	23	27
Water Polo (Just Polo)	100%	24	22
Water Polo/Swim	89%	2	2
Masters Swim	44%	9	9

II. Meet Report= No meets due to break

Date	Meet	Type	# of Swimmers	General Summary/ Comments
12/7 - 12/8	December "AB" Meet	AB	48	Hosted by PDSC at Palm Desert Swim Club. Last chance for WAG and Sectional cuts.

III. Travel

- i. December 20-22 CA/NV Sectionals @ Mt Sac
- ii. December 21 - 23 SI WAGs @ Oceanside
- iii. January 25-26 BC Meet @ Victorville

IV. Special Projects/ Events

- i. Feb 1-2 TMEC Hosted Meet (EC Champs)
 1. @ Liberty High School
- ii. 2025 TMEC Travel Trip
 1. Had a meeting December 11 and followup information sent December 13.
 2. Need commitments by January 5 through google link sent out.
- iii. Fitter Faster Clinics
 1. Two planned for 2025: February & September
- iv. Shark Attack 2025
 1. June 9 - August 1
 2. Hiring instructors in Feb - March
 3. Registration posted April

V. Coaching Staff Notes:

- i. Winter Meets:
 1. There is a BC Meet planned Feb 15-16 in palm springs. Based on this being right after hosted meet and a late BC Meet in January the coaching staff plans to skip this meet and concentrate on the meets in March instead for the BC level swimmer.
- ii. High School Swimmers

1. Reminder to discuss with club coach and high school school on participating in both which is allowed.
 2. A email on more information will be sent out.
 - iii. College Meeting
 1. Coach Tripp and Jenn working on a meeting to go over college recruiting and swimming sometime early in 2025. More information to come.
- VI. **Practice Schedule Updates (EX: Changes/ Modified/Adjustments)**
 - i. No Practices Dec 23 - Jan 1.
 1. Stroke School will return Jan 6.
- VII. **LSC & Committee News:**
 - i. **Southern Cal Swim**
 - ii. **Eastern Committee**
- VIII. **Miscellaneous**

Financial Reports: Rob Courtney

Current Gross: \$ 23,683

Net Expense: \$ 743,498

Net Income: \$ 767,182

First Citizens Checking: \$65,304

First Citizens Savings: \$24,866

Money Market #1:\$111,236

Money Market #2: \$107,903

Additional CD \$50,000

Coach Jen- Me and Lisa were talking today. We're working on linking that back to QuickBooks as well. And then We do have to pay Mesa, that's probably our only... this isn't our only outstanding pool but mesa is our outstanding pool right now uh like we'll probably pay \$4,000 for this month and then The only other outstanding, which they usually do this anyway, is the city of Temecula. We still owe from September to December, but they probably won't bill us until January.

Rob- Well break even -Thank Kaydee for her dedication and support over the years and welcome new board members. We look forward to working with you all.

Holli- My son didn't get his medal at the Eastern Commitee meet last year because it was given to another kid.

Coach Jen- I thought I got a replacement. I will look into it. I will make it correct with you.

Rob- Motion to end meeting

Meeting Adjourned: 7:33

motion Mary Gausepohl second Chris Denisac Approved 6/Opposed 0/Abstain 0

Closed Session November 18th, 2024

M. Presiding Officer: Rob Courtney

Meeting Called to Order: 6:00pm

Roll Call: Coach Jen, Rob Courtney, Traci Rochon, Chris Denisac, Lisa Macias, Mary Gausepohl,

Kaydee Spencer

Rob- So it's so you'll hear it today, and then you'll hear it again in our meeting in January. So these meetings are really a circle of trust. And I know that it may not make sense to a lot of people. But what happens in our closed session because it can be very sensitive information. We ask that we keep it on the board. We ask that we don't share it with our significant others. Our kids. Obviously, because a lot of times we have very sensitive information. So when we have our closed session specifically, we really ask that you keep it. Keep it to just the group. I know there. There have been times that people have talked to my wife and said, hey? It must be great to be in the know, and Alicia often says. I have no idea what you're talking about. Because Rob doesn't talk about any of the stuff that happens in closed sessions with me. He'll only talk about what we talk about in an open session. So I just want one. I want to make that point, that what happens in closed session stays in closed session. Think of this as Las Vegas. What happens here stays here. The other thing that I'm going to share with everybody is as you join. We all have this goal. We all have this goal of making the club a better club and it's important to understand our role as the board in that. In that opportunity. We don't get involved with the wet side. It has to do with coaching. It has to do with groups. It has to do with move ups. It has to do with anything that happens on the pool deck, unless it's something that Jen or the coaches need our support on. Now, if we have parents that come to us and have challenges.

Our 1st course of action, and you'll hear me say it. You'll hear Jen say it. You'll hear people that have been on the board for a while. Say it.

If somebody has a challenge with their group, a swimmer, a coach, their 1st responsibility, and our 1st responsibility is to take that to their existing coach, and if they don't feel comfortable, then take it to Jen. So if there's a challenge that happens in a group, or on the pool deck, or the swimmer with a coach. Our 1st response is always to take that to their coach, or take that to Coach Jen.

If it gets to a point where resolution does not occur and we need to step in, then we can step in, but it usually is at the request of the coach or the request of the swimmer.

And so I just want to make sure that everybody understands our role.

We really focus on the business side of the club. You know, we talk a lot about what role we're going to play in swim meets. We talk about finances. We talk about different fundraisers that we're planning on doing. We talk about meets.

We talk about a lot of the behind the scenes stuff that we need to run the club.

And so I know that for some of us, for me included. When we 1st got here, my 1st thing was man. I need to make sure we do this, this, this and this.

But it's just really it's not. Our role doesn't mean that we can't make suggestions, or if we have ideas, if we have thoughts that we want to share with the coaching staff. But just understand that our role on the board is really the business side of Tmac. Not the coaching, not not how. How practices are run, how sets are done, how you know different bases are determined things like that. So just making sure that everybody knows that that is our role.

If you have questions, don't hesitate to ask, but I just want to make sure that there are 2 roles really in this. In Tmec.

One is the wet side. One is the dry side. We're the dry side. And I think that for clubs that work really well. The Board understands that and those that don't understand it. Well, there's always conflict, and it doesn't seem to go well, for ultimately the swimmers.

So that's our role is to make this a safe place for our swimmers, make it an effective place for them to get better, and then also to be the support to the coaching staff and give them what they need to be successful. So with that being said, Jen, or any other board members, any questions or comments.

Jennifer Beech- I could piggyback off what you, Rob and I could go over some of the things that I'm going to be sending to the Board members on behalf of the new board and current anyone who's current board who's gonna be staying on with us for 2025. So some things I'm going to be sending you after this meeting is in regards to what Rob said. It's a lot of U.S.A. swimming training. So like one is, we're, I'm gonna send out what's called It's called club. It's basically club management business and management. And what it does is that U.S.A. Swimming requires us usually for like 1st year teams. But I always encourage our board members to to just review it, because I think it goes through great great roles of what good parent board teams go through and how to keep how to keep kind of your sanity, guys, because one thing that was I had a board like when I 1st was head coach that started getting really involved. And it started kind of stressing some of the parents on the board out, and I brought in U.S.A. Swimming Western zone. Rep. To kind of like. Have a conversation with the Board and go over the role of a board. And one thing that stuck out from me that he said was, Hey, you as board members have different hats.

So your hats are when you're in a board meeting like this. This is where you put on your board hat. This is this is the area where you're doing your job as a board when you're at a swim meet that we're hosting. That's maybe when the board hat comes out.

When you go on deck. Put your parent hat on. You're a parent, be there, enjoy your kids, enjoy their practice, enjoy their swim.

If you have someone coming up, and they want to discuss board stuff with you. That's the time when you say, Hey, I'm here as a parent watching my kid. If you have concerns, bring it to the board meeting or send an email so and that, and that honestly, from what he was saying.

That helps your sanity when it comes to being a board member. Because if you can understand that, it's that your role is different. When you're out in a meeting and out of a meeting that really helps, and it goes over that in the club tutorial I'll send out.

And then, along with that to be in compliance with U.S.A. Swimming all of our board members which will be covered by. We will reimburse it. You all have to do the full U.S.A. swimming membership. So you're gonna have to pay the \$88. You're gonna have to become a U.S.A. member when you do classify yourself. I think there's a classification for a board member on there and then from there you're gonna need to take a couple tests. You're gonna need to do a background check again. That's going to cost the money. Send receipts to me and Lisa, and we'll do reimbursement.

And then from there you're going to have to take the athlete protection training and then you're going to also need to take Karna. This is required by the State of California. It's a law that anybody that's on a parent board along with the coaches. Anybody that's in a volunteer position like that. You are considered a mandatory reporter. So they make us take mandatory reporting training. So that's what Karna is, and I will send this link out. And all of this can be accessed through U.S.A. Swimming.

I do suggest when you complete athlete protection training and the Karna that you take a screenshot. Take a picture of that completed page when you finish, because we've had problems with U.S.A. Swimming, not getting the information that it was completed, and I could just send that to the Western Zone rep, and they usually get it taken care of if we don't see it updated within 10 days.

So that is going to be some of the stuff that I'm going to send to you after this meeting.

So that's all I got on that, Rob.

Rob Courtney- It's great, and I think you know, couple other things. Our job is to take care of the many, not the few, and I know that sometimes that seems hard. We've been very selfish. I hate to say it. When I 1st started we had some very, very selfish board members that tried to use their position to gain favor with Jen to get their swimmers moved up.

Get, you know, preferential treatment. It's not how it works. You know, I think if anything, we have to be on the up and up and I remember when Leah was very, very

young, and I think I was my 1st year, my second year on the board. And somebody said, Why don't you just go to Jen and have them move Leah up. She obviously deserves it like well, she doesn't have the times.

She doesn't have the time. You know she has to earn her way just like everybody else, and it wouldn't be fair to other swimmers.

I don't know who's moving up. I never, I generally say, hey, we're doing move ups these 3 times a year. Great! I don't care who's moving up. If my daughter or my swimmer ends up being one of those swimmers that moves up, and it's because she earned it. And you know, I think that that's something super important to understand is because everybody's gonna look at you differently now, because you are on the board.

You know, we have to take a look at the betterment of the whole group. And sometimes that's difficult for some, and for those that have been on boards or been in large groups. Projects things like that. I think you get it so you know, and I hate to say it. But we do this every year with new board members. So if you feel like this is over the top. Just understand. We have had the same meeting every December since I've been on the board. We'll have next year with the new Board members as well, and then we'll repeat a few things in January as we send stuff out, so I'll pause for a moment. Just to make sure that there are no questions or any comments from new or existing board members.

Jennifer Beech-Rob, do you want me to go over? What's gonna happen in the January meeting?

Rob Courtney- Yes, please.

Jennifer Beech- Okay? So so that you guys are aware, in January, we're going to start our new board meeting and our closed session during that point. The biggest business during that point is going to be one that. We amongst the board members that are currently elected for 2025. You're going to decide who gets what position. So you're gonna vote in like, who's the President who's the Vice President. We'll have discussions on that. So that's how we start off the January meeting, And then so then we carry that over into open session to those in along with the open session. You guys will vote to have me as a voting member on the board because I'm not elected. I have to be elected by the Board each year as a voting member, as a voting member. I only vote on subject matters that deal outside of the coaching staff. So if anything has to do with coaches, pay anything that has to do with that, I obtain to keep them so that there's no conflict of interest in that area. I will always weigh in on suggestions when it comes to coaches. You know, and their and their pays, or whatever. But I will never vote on that. I leave that to you guys. I will always abstain So that is, that is a couple of those things. When we are deciding our position. I do want to know. So you guys have for food for thought, treasurer, You probably want someone that's been in the position for a little bit, or has been on the board. So currently Lisa took over for James in October. So she's been just getting into the position. It's a lot like we had to get her on the Bank State bank. We had to go in and do a lot of things. So I really highly suggest that let's just get it out of the

way and say, I don't. I don't suggest you guys change out the treasurer at this point, like, when Lisa comes in in January, I really suggest you guys

voter in. She's doing a good job at it right now. It's just again. It's a position that it takes a lot to get things going. And then it just you kind of need to have your pulse on the on what's going on in that one?

Another, the other ones obviously. President, I always suggest that it should be someone that's done like a set that's been like, at least through their 1st term, just because you have a better idea of how the board proceeds, and everything. And what's going on?

Secretary can be a 1st time position. We used to not suggest that. But Nicole who will talk here in a little bit. She's taken on a lot of the jobs that the secretary used to take care of. So the secretary is down to just really taking the minutes and monitoring some of the communication.

Other positions that are on there. Of course we have a Vice President. We have a coach's liaison. We have a safe sport Coordinator. We have a parent liaison, safe ways and means.

Rob Courtney- No, I think you got them all, Jen.

Jennifer Beech- Okay? And then, if there's any positions that are filled and we have any extra board members, we usually call them board member at large, or something. So I can send out descriptions kind of like what the purview of each position is. So then, if you kind of have an idea of. Maybe that's something you could commit to as a board member, or that you're good at. We can have that discussion come to the January meeting.

And then another thing that we're hoping to kind of present in January, which some of us may, I think Rob will bring it up, some of us over the next couple of weeks will meet just to look over our budget that We can hopefully bring a budget to January, if not approving one latest by February.

Rob Courtney- Yep, yeah, that's that's good stuff. And I think that you know, if you guys have questions, please don't hesitate to reach out to Jen myself or any of the existing board members. If you have questions, it can be overwhelming, and I think we've got a really good mix of folks on the board, and as we move forward from some older swim, parents like myself. Chris you're getting old, not like age, but I mean. Charlotte's getting to that point where she'll be in the senior groups here soon. You know. Obviously, Steven with Kayla being in the senior groups, and then with Tanisha Janelle and Lorraine and Lisa, you guys and Mary, you guys have kind of like that younger mid aged kid. So we've got a really good mix. And I think that that's important. Because then we have perspectives that match the entire club, not just small portions of it which is fantastic. So any questions, comments from anybody as before, we move forward.

Okay, so, and just from a timing standpoint, typically, our commitment is about 2 h per month. So it's our 6 o'clock closed session, 7 o'clock open session. And it's going to be

typically on the 3rd Monday of every month, unless there's a holiday and then we'll transition. The only time that changes is if Jennifer, or if the President may not be able to be there, and if the President can't be there, but the Vice President can. Then the Vice President can run the meeting and then

I hate to say it because you guys are all now full fledged volunteers. You accepted, you know we officially knighted you. We did the sword on both sides of your shoulder. You are also going to be the busiest people at swim meets because, just understand that

20% of the people do 80% of the work. Just know that there's gonna be some time that we're going to ask you to do more at swim meets than maybe you've done in the past, because I hate to say it. We're the example, and if we expect our families to volunteer, we, too, have to spend some time volunteering at some of these meets as well. So just understand that those are the time commitments. There are some. Every once in a while we'll do a 1 off meeting if we have meets, or if we have important decisions to make?

There are also going to be times where we might be called upon by Jen, or one of the other coaches to sit in on a meeting with a parent and a swimmer, or if there's some sort of confrontation or some sort of challenge that we need to address. So at worst, it's 2 h per month, plus some texting that you'll get on our text. Thread at that's that's the best scenario. At worst you know. You might be doing the 2 h, plus a few extra meetings, and then swim meets. So at most, maybe 20 h in a month, maybe at worst at best, maybe 2, 2 and a half hours per month. Okay?

That also will satisfy your volunteer schedule. You guys have all been blessed with your 10 h per season now, or is it 20? However, many hours you're supposed to volunteer you, you don't have to do it now. This is your volunteer time.

So now we'll go through our normal agenda. So we talked a little bit about board etiquette and responsibilities. We're gonna do our pre budget discussion, which we just did we're gonna talk now about WAGS for a little bit at our February meet. The travel trip. And then we're also gonna start with the coach. Nicole. Coach Nicole. Does a lot of our correspondence when it comes to new club or new members coming to the club people exiting the club or people that have financial difficulties paying their monthly dues. If they have a challenge, where we'll come together, and I think Nicole has something to discuss with us tonight. She's in Texas, so we try to be respectful of her time, and she's got youngsters. So we want to make sure that we're thoughtful about that. So we usually lead in with Nicole when she has to, when she has things to share, and then we'll go into travel trip, our February meet, and then anything on wags, and then any open discussion that we have. So, Nicole, I'm going to turn over to you Nicole

Nicole-Well, thank you, Rob, for the wonderful introduction lead in so I'm not sure if Jen Lisa wants to go over kind of the collection questions we had, it was something I'm not sure if they want to handle via email for time's sake. But I did have one request. This is something I bring to the board meetings. If we have parents that request waivers of fees or anything like that. So this parent submitted. A request.

Hendra Gunawan their daughter is in a competitive group. And they are requesting a waiver of the hosted me hours. They did not do any, for the November hosted meet so they were charged the \$400, and they requested saying, they're a new member confused on the volunteer policy. Please waive the charge for this one time. Just to note they are not new members. They returned recently, but they were active until June of last year. So they're just using that as like a play to get those hours waived. So they wanted that board vote to decide whether they should be waived on that or not.

Lisa Macias- How has their account been up until this point? Did they ask for any other fees waived like when they came back?

Nicole- They have been in good standing. They have not had any fees waived. They have asked for the reactivation fee waived before. But we've never authorized that.

Lisa Macias- Which group you, said competitive group of which ones.

Nicole- Age, group, 2. Silver.

Lisa Macias- How long did they take off in between.

Nicole- So they returned in August of this year. So from June of last year until this year they were on a break, and they've had an older swimmer as well on the team before, which it's not showing in this system

Lisa Macias- Oh, weird.

Nicole- Yeah, the system update. So I have to download all of their past stuff.

Lisa Macias- How long were they here before they took their like month hiatus.

Nicole- The year. Hiatus. They were here. Yeah, they were here for a while. I'd have to pull up that exact number just with how everything is now.

Lisa Macias- Yeah, I'm just wondering because it's like.

Jennifer Beech- I'm pretty sure they've been in and out of the team over the last 6 years.

Rob Courtney- And I think that you know this is where we would go to our existing board. I try to be. We try to be thoughtful about this, but I think the amount of communication that we send out in regards to volunteer hours and fundraising is pretty expansive. I think we do a pretty good job of communicating what the expectations are, and so, and I know that as a new swimmer coming back, that expectation is also covered in the new swimmer packet that we send out. I hesitate to go backwards on that? Because then, if we go backwards on one, we have to go backwards on all any additional comments from existing board members, thoughts.

Lisa Macias- I struggle with the fact that they've been with us before, on and off for the last 6 years, and this is the 1st time. They don't understand. If it was like, you know, they just started in August. They didn't understand this part. I mean, I would probably

be more inclined to give a little bit more leniency, but I mean I had one parent at our last, Nicole. I didn't realize, so I had to sign up for everything very the last minute. So I got stuck in all these things. Blah blah! She's like I didn't realize it was going to be so many hours. I was like, Yeah, it's going to be sorry.

Rob Courtney- Any additional comments, and I'll open up to everybody.

Chris Denisac- Their payment. History has been okay, right? Their regular payment history on the account.

Nicole- Yes, that's correct.

Chris Denisac- Okay, just factor that in.

Mary Gausepohl- I mean, I agree with that. If you do for one, you have to do for another. And I know there's think, we said earlier that there's other families that oh, as well, that didn't complete hours. So it's kind of hard to say, okay, we'll excuse one and not the other. I think it's fair to do some sort of payment plan for it, but excuse it completely, I don't. I don't think that would be a good move.

Jennifer Beech- We invoice \$8,000 worth.

Mary Gausepohl- Yeah, see? So I mean, we're gonna take all that back like we, you know. And one, then one other person finds out. Oh, they excused my \$400. So I will. Okay, well, I want mine back, you know. I think that's just a slippery slope and that's why

Nicole- I will say they cancelled the end of November. They had a requested cancellation before they got invoiced. But they said it would. It would make it difficult to return. Just. I'm not sure if they're using that as a play. Oh, we're not going to come back if you don't wave it or whatnot. But that is something else. They sent in an email, not in the request, but they're planning on.

Jennifer Beech- I am from a coach's side from dealing with this family in the past. I'm just gonna say this. They they've thrown stuff down a lot like this before, like, well, if you don't put my kid at this site with this time, I'm just not going to be on the team, and the coaches have pushed back and said, Well, then, you're not going to be on the team. So they always seem kind of like Nicole can testify. They don't always seem to be. They always seem to be trying to find what makes them happy. They're always trying to manipulate the system a little bit.

Rob Courtney- Yeah, yeah, I think that's the thing that you know, just just from the new board members. We try to be as thoughtful as we can, and we try to be accommodating where we can. If they would have come to us and said, Hey, we didn't realize that this was a thing. We missed every single email that Jen's ever sent in our lifetime at Teamch. Can we do a payment plan? Or is there anything we can do. That's a different story. But to ask for it to be waived. And they've been with the club for 6 years. On and off. They know what our policies are. And you know I I hesitate to make an exception when we build out \$8,000 worth of non-payment For people that didn't choose to participate? I

would. I would not want to give it to one, then we'd have to give it to the other folks as well. so I guess.

Chris Denisac- How many people do we have on the waitlist right now to get into the club. I

Nicole- We have 47.

Chris Denisac- Wow, yeah, that's another factor, Rob, if they decide not to return because of having to pay this bill, you've got a lot of people waiting to get in who want to be here.

Rob Courtney- Yeah, I I believe every every swimmer, every family is important. But at the same time you know, if that's if you're gonna react that way when you don't get your way.

Jennifer Beech- I mean we've even had parents in the past like families that missed it, or something like that, or misunderstood, who came to us and said, Hey, hey! Can I just make up? Can I do 20 h at the next hosted me and make it up that way? I've found that reasonable if they're suggesting that and want it. Yeah, you do the 20 h. That's then we consider this waived so.

Rob Courtney- That's if they would have come back with something like that. And then it is just as long as they know that if they don't commit to the 20 h, then we will charge them.

But yeah, I mean, Nicole. I think we're all in agreement that they need to pay what they were invoiced, and they can do it on a payment plan if they choose to. And if this is.

you know their reason, for it sounds like they were already going to leave. It sounds like what you were saying. They'd already put their cancellation in for the end of November. They'd already made up their mind before we bill them. Let's continue on that path, and if they need a payment plan, we can help them with that.

Nicole- Okay. Understood.

Rob Courtney- Okay, any other financial stuff that we need to go through? Nicole.

Nicole-Jen, Lisa, did you guys want to get into those other accounts from last year or do that over email.

Lisa Macias- I mean at a high level. We have a couple of accounts from the beginning of this year that are behind but for those that are new. Up until this point we haven't had a collection company. We've said, Hey, we're gonna send it to collections. But we never did cause Nicole's always been awesome at communicating and trying to get people on payment plans and trying to get us paid.

And so we had one family that pretty much said, like, we're not gonna pay you, not responding to any emails. So we did actually send that one to collections. And we are. Gonna see how this collection company does. They take a percentage

But I feel like something is better than nothing than actually writing off like a thousand dollars, or potentially like with these other 2 would be closer to like 2,000 And since we don't operate on like huge margins already. I don't want it to be the responsibility of our current paying parents to make up the difference. So that's kind of where we're at. We're gonna see how this collections company does. And if the collection is over a year old. The percentage goes down as far as what the company collects versus what we collect. So that's another, you know, kind of like waiting.

Nicole- Lisa's been great with setting up that. So something we had talked about was going back to last year as well.

Since I took over at the end of 2022. It was you know my job to reach out to parents, send final notices and whatnot, and so I would send the collections list to our past treasurer, and they were not sent to collections. So we do have 2 that were here that accrued balances since I took over from last year. This is only from last year, and then 2 that had balances brought over from before when I took over. So I have those notes. I was Gonna send out an email, and then just the Thouvenel and box accounts that you know, the board is probably aware of who wanted to return and never, never paid that. So I was just gonna send those. And we're gonna go back to collections in terms of considering sending those from last year. So that's kind of what Lisa and Jenna I've been talking about.

Rob Courtney- I think on the board text, we all decided that we were okay with going on the collections route with these as well. So I would just proceed. I think that unless there's any disagreement, I think Lisa, the pathway that we're on makes the most sense.

Nicole- Okay, then that was it on my end? Thank you.

Rob Courtney- Jen, do you want to go over the 2025 travel trip.

Jennifer Beech- So right currently, I did the meeting last week via zoom. I think I had about 15 to 20 parents on that zoom. So we're moving forward with Missoula, Montana. I then put out an update email on Friday, and I put out the Google form asking if they're going to commit by January 5th. Such an early date because I've got to let the host team know what the numbers are looking like, so that they can secure those spots in the meet for us. And then I know that our travel agent is going to need numbers by February, along with names and the date of birth, so we can get the airlines secured. So I said I'd like a commitment by January 5, th and then the 1st \$500 payment by February first, and then the 15th from each month. There are 250. If we work out some fundraisers, we'll work out that, too. But right now it's just getting the numbers. I think when I looked at the Google form this morning. We were at 4. So, but I know a bunch of people talking to me about it. So if you are committed to going on this, please talk to other people. But I'll keep sending out reminders and hope we get the numbers we need. I think we need about 15 to 20 swimmers to make it worth the trip. So that's my update.

Rob Courtney- So do we want to go through our February meeting, Jen, since we've got new board starting, and a couple that like Kaydee Spencer that's gonna run our snack bar for us that she didn't realize yet until I just volunteered her.

Kaydee-Oh, yeah. About.

Jennifer Beech- So February, I'll send a reminder, actually, probably tomorrow, to the rest of the team. But February 1st to second. We're running the Eastern Committee Champs. I did talk to the main site manager at Liberty, so he gave us the approval on times and hours today. So now it's at risk management with the district of which we just got our U.S.A. Swimming registration done. Our new certificates came in. So of course, I'm sending that to risk management with the district to get approval done with them and work all that out. But Heats and finals meet. We have the medal, so we're all good to go there. So awards are taken care of and then but it's just gonna be where the heats and finals meet. It's gonna be long. It's going to be a lot of work.

We'll start set up on Friday night. These will probably be some late ones, because finals tend to go a little bit later. Biggest thing is, do we want to keep at 10 h for the members. No, Rob, shaking his head. What are you thinking?

Rob Courtney- I would say 15 at a minimum.

Jennifer Beech-I was wondering the same thing with the heats and final.

Rob Courtney -This is where I'll ask Lorraine, Tanisha, Janelle, Steven to go ahead and chime in. Since you'll be a part of this

Jennifer Beech- No.

Rob Courtney- I think because they're long days. We need to look at as much help as we possibly can, and so does anybody against a minimum of 15 h, because it is a heats and finals.

Jennifer Beech- What did we do last year? I don't remember. We just did 10. And how that go.

Rob Courtney- We were short.

Jennifer Beech- We were short on.

Mary Gausepohl- It felt short, because I felt like the Board members were everywhere like we were all over the place.

Rob Courtney- And I guess, please please excuse my selfishness. But between Alicia and myself and Leah we put in probably 50 h, maybe more between me, announcing the entire time, Alicia being on the board the entire time, Leah, when she wasn't swimming, doing, timing, and all this other stuff. So. It seemed like we were short. But then again, I also know that. I heard from some of our other families like it seemed like people just weren't doing their stuff. So it just seemed like we had a lot less help last year.

Lorraine- Can I ask, where, where do we feel most deficient in help? What area.

Rob Courtney- All of it, I mean I would.

Jennifer Beech- It's definitely the deck marshals, the timing, the head timers, I feel like those are the positions I end up moving people from other jobs to put on those jobs. because if we don't have a deck, marshal, if we don't have enough deck marshals, and we don't have it, and we don't have timers. We can't run a meet.

Lorraine- The one thing as a parent that I've kind of felt since starting that I thought we could probably do better is communication, while some of us are at like practice, like having sign ups there and talking it up. Because I think you know, even though an email goes out, a lot of people just kind of glance over it and and like a couple of parents, have said here already, like, oh, I I didn't really know I didn't realize it. But if we have people there kind of communicating all the time and kind of explaining to people where we need the help. I think people potentially would step up. I think most of the time, you know, that we're leaving them to kind of just check off boxes that they may not even understand what they're signing up for. But if we kind of explain, like where the key points are, I feel confident that parents and it's going to be the ones that generally help. We'll take some of those and maybe leave some of the other spots open for people that are new and are easier to fill. Does that make sense?

Rob Courtney- No, that's good. Feedback. Stephen, Tanisha, Janelle, anything that you'd like to share.

Jonalle Dowden- I have a question. Does stroke school also have to volunteer. Is that correct? For the hosted meets?

Jennifer Beech- No, they don't. So stroke school, pre-comp, competitive readiness and age, group bronze are all exempt groups from volunteering from we. We finally did this last year at it like, instead of them doing a hundred dollars fundraising like because they didn't have any fundraising requirement. We found what I finally suggested. The board going into this year was, Hey, they still benefit from fundraising, so I think they should at least have to fundraise a minimum of \$50.

Jonalle Dowden- Well, I'm wondering, because, like so if competitive readiness and Pre Comp, if they can go to the meets and actually compete, why aren't they contributing some hours. You know what I mean, because if they can compete whereas, like stroke stroke school, you know, they're just the littles and everything like that, and whether they do or not, that's whatever's but maybe adding a few more of those groups can add more to the volunteers, you know the population so that we can get those extra bodies that we need.

Jennifer Beech- I've honestly debated as a coach suggesting if age, group, bronze, and competitive readiness should be rolled over into this one of the reasons we never really kind of liked Pre. Comp. And competitive readiness was we looked at those groups as if it wasn't someone that was going to take club swimming seriously, and they were just looking for a recreational swim. That's where they were going to stay. So that was kind

of the theory behind exempting them a bit. Age group bronze, I'm almost considering, like I think I think they should be involved in some of this stuff.

Rob Courtney- I think they should as well. Maybe it's a less impactful time. Maybe it's 5 h versus 15, but it gives them insight to what the future could appear to be for them.

Tanyshia Johnson- I agree with Janelle that you know it's not a bad idea to kind of get them on board. I don't think necessarily. Maybe the whole amount like the whole 10 h or 15 h, whatever we're asking. But a portion of that would be helpful. Especially because I understand like they may or may not be competing, you know, at the meets, but they're still a part of the organization. Rob, to your point, you know, if their swimmer does end up being on the competitive side, it gives them a little peek into like, okay, this will now, you know, be something that I am asked to do.

And then I was just wondering in terms of Coach Jen, you had mentioned that, you know. Sometimes you have to move people around to make sure that we have all the spots filled. Would it be helpful or beneficial to maybe take some of those slots from those certain jobs that we don't need as many people off of the sign up sheet. So then people are then signing up for the timing chairs, or, you know, the more pertinent jobs.

Jennifer Beech- I've done that, too. I've actually really slimmed down our job sign up a lot. I think I gotta do a review with some of the Board members. I think we're at the point where it's getting harder to slim, because, like bathroom monitors. We have to keep 2 people there and the snack bar. I really don't even open it up to people to sign up. It's like, Okay, Katie, you tell me who you want on snack bar, and how many people there are, and she just chooses people. And so we kind of keep that people from just jumping on to do those.

I think some of the cleanup and setup. I could probably kind of limit back a little bit. But that gets harder. Timing chairs. Just the hardest part of it is the timing chairs come out? 7 to 5 days before the meet?

So that's the hard part to judge.

So I'm asking people 5 days before the meet starts to, who maybe have already signed up for their hours to Hey, jump on to another. Any timing done now? So.

Steven Granados- I think, yeah, adding that up to 15. And yeah, adding those additional hours. Well, then, if they have those additional hours, they still need them. Then the time and shares do seem like a more attractive option for them. I think I think it's a good idea, and I like how you Christian, when you put in the emails, you know, like, and go into like the meet at Irvine, where you know you don't even have any other timers from other groups. Just the amount of hours that those people put in. 15 doesn't seem like too much to ask for a heats and finals, meets

Lisa Macias- I also want to remind everyone that pretty much everyone I mean. I still do it myself. It ends up not being really 10 h, because you get the 2 h for adding money. So I mean, I end up doing more than those hours. But like for the snack bar and buying all

of this stuff like. So it's not actually, most people don't actually do 10 h. It's more like 8 h. And then, yeah.

Rob Courtney- Yeah, it's funny, Lisa. I was gonna mention the same thing. So I think, Jen, I think as we move forward, what I would do. What I would probably recommend Jen, is that we do one clean email on volunteer for this meet. And we talk about that. The requirement for this because it is a heats and finals. 2 days. We're gonna require 15 h for the competitive groups, and then 5 h for the non competitive groups and to Lisa's point. I mean, you could take 2 h off just by donating 40 bucks, and you know, I think that it makes it easy to get 5 h quickly, and you know you do cleanup crew or breakdown crew, and that's 3 h right there.

Lorraine- Question, though, but playing devil's advocate doesn't taking that 2 h off, then kind of put us back in the same place. So then, again, not having the help that you need.

Jennifer Beech- No cause he's trying to say that because we required 10 last time, they technically did 8. So if you up it to 15. Now, let's say they put in for 2 h. Now they're down to like 13. So we're still getting at least.

Rob Courtney- Yeah, we're not.

Lorraine- We're just getting 5 more hours out of them somehow.

Rob Courtney- Net net. We're getting net. Net. Lorraine. That's a good perspective. We're getting 3 per person. If they do decide to donate, you know 40 bucks or whatever it is, and then we're also getting, you know, net net 3 h for all of the 200 swimmers that are in stroke, school or competitive readiness.

Jennifer Beech- do also like Lorraine's idea of maybe if board or people that have been on the team for a while, if they want to participate in helping in January like me getting on deck and explaining some of the jobs I'm willing to get. Bring in my ipad which has the Wi-fi with, and sit there with the sign up.

Rob Courtney-And sit there at a table.

Jennifer Beech- If I can get some of that help like, you know, if board, if you guys as board members can help coordinate that, you know again, it doesn't have to be you guys sitting out there. But if you know some parents that are pretty knowledgeable and can get them to sit out there a couple of nights through January.

Lorraine- I mean, I honestly think that would. That would be beneficial. And I'm willing. I mean the days that I'm there. I'm willing to do it because I'm sitting there anyway. So I think that would be helpful, because I've always found that parents are willing to help if you ask them. And I'm I mean, verbally, like, you know, kind of reach out that way. Email can sometimes be impersonal. And a lot of times we have so much in our life that we miss it.

Rob Courtney- I think that, Jen, let's I think that's a good suggestion, Lorraine. Thank you for that. I think we move forward with that as well. So yeah, I think

I think that. And you know, I think that's also a good point. People don't know what the job is. You know they don't know that a deck marshal's job is to keep the Practice lane safe, and to make sure people are not running on the deck and you know, even a simple job like if we're doing 25 s. At the heats and finals, you know, we need somebody to stage the 25 and somebody that is thoughtful with children. So you know we don't. We don't want a jerk that's to end the staging for 4 year olds, you know, so.

Jennifer Beech- Luckily there's No. 25 at this meet. So we're testing.

Rob Courtney- Thank goodness, thank goodness, I appreciate that.

Mary Gausepohl- Hey, Jen, what do you think about saying that one of the hours has to be some sort of timing like mandating that one of your 15 h, whatever needs to be in a timing chart, kind of what we do in any meet that we attend. We have to time.

Jennifer Beech- There may not be enough timing chairs. I almost came back to suggesting that we consider for our own hosted meets, that is, that the families that are attending the meet have to do an hour.

Mary Gausepohl- Right, so that if your swimmers, if your swimmers participating, they need to do an hour.

Jennifer Beech- So on top of your 15 on top of your 15. If they're in this in the meet, you still have to do an hour of timing chair. That's what I.

Lorraine- That's how it was.

Jennifer Beech- No, not at a hosted meet. We've always counted the time pairs towards.

Rob Courtney- The one thing that I would say is that we are probably for the non competitive groups. We probably don't want those families timing not yet, at least because those are going to be the ones in a heat and finals that probably will get stressed out the most if they don't know how to do it. Because it is a little bit stressful if you've never done it. Jen, I would send out the clean email and just have it be February. Meet volunteer hours requirement, 15 h for competitive groups 5 h for non-competitive. And then I would also say, we will have volunteers on deck if you need to understand what these jobs are, and then just assign people out. I don't think you'll need to do it with the senior groups, but probably for the younger groups. You'll need to explain what the jobs are.

Lorraine- Can I make one other suggestion on jobs? The one that always surprises me is the photography one that it's in such a big chunk, because most of the time, like I have to do if I have to do a time chair and I can't. So if they were like smaller sections. I think you'd get more people to do that, but it's generally a huge chunk of ours all at once.

Jennifer Beech- I'm totally cool with putting it into chunks, because I was given the suggestion years ago. Make it one big chunk, and it makes it in. It makes it more of an incentive. But I would be happy to put it in smaller chunks, so.

Lorraine- I think I mean that that would allow people who wanna like either to try it out. I know that was like on Helica, like she was at 1st nervous to do it, but once she got the hang of it, you know she was willing to do more, but it would get at least somebody. If they wanna do it for 2 h. It's a lot easier than doing it for 4 or 5.

Jennifer Beech-Nope, I'm good with that.

Rob Courtney- And just re, and just reiterate, they need a camera, not a iphone.

Jennifer Beech- That's the kind of suggestions I need with jobs. Right? There, that's thank you.

Rob Courtney- Good, perfect, alright

Jennifer Beech- Guys are the ones who talk with parents and see the jobs and everything like that. I'm good with suggestions and moving things around and then giving my feedback, based on a perspective as a coach. But my purview a lot is as a coach and head coaches. You know. I need to meet to run correctly. So, of course, reps are the number one Admins number one. Do we have timers, and do we have enough deck marshals and bathroom monitors. Because if we don't have those things, my ref is gonna shut my meet down.

Rob Courtney- Agree. So, Jen, are you able to take care of the rentals again? I think we might have been a little bit short on chairs and tables.

Jennifer Beech- I can. I can do more.

Rob Courtney- So I think we need to bump that up. Kaydee since you're doing the snack bar, was there anything more that you needed for this upcoming meet at the snack bar.

Kaydee- Very funny. We're gonna have Janelle do snack bar, and I'm on her committee.

Rob Courtney- Oh, okay, okay. I see how you've totally shirked your responsibilities. You're not even out yet. I'm just kidding.

Kaydee-I'm just leaving you in good hands.

Rob Courtney- That. Okay, that's good. That's good. So Janelle as you and Kaydee get

closer if you need support things that you need I will say that We used to have people donate food, and we would get 75, 8 inch tortillas and 11, 12 inch tortillas. So, having our team buy the food instead, has been a really good change. So just to do, Jen, do we want to do any sort of Eastern committee shirt for our team.

Jennifer Beech- I have. I have Northwest designs coming to do the event. Shirt like they usually do.

Rob Courtney- But do we want to do a club fun club shirt?

Jennifer Beech- Good.

Rob Courtney- Where people can buy them, and I always love seeing what Ccaq comes up with. So maybe we come up with some pithy thing that Felicia can put together for us.

Jennifer Beech Yeah, I'm good with that we can come up with something. So okay?

And then quest designs will be there. And we made, I think, \$3,000 off them last year.

Rob Courtney- Yeah, we make bank off of those. I don't know how many of those freaking meets I've gone to, and how many of those sweatshirts that I purchased for. Yeah, I know, Chris, you've got a ton, I'm sure, as well.

Chris Denisac-Oh, yeah, with all the additional patches, it gets pretty expensive.

Rob Courtney- Alright! Last last topic that I really have, unless there's anything else that people want before we go to our open session. We got WAGS this weekend in oceanside right oceanside.

Jennifer Beech- Yes.

Rob Courtney- So, Alicia, my wife, if you don't know her, will be handing out bags for those swimmers that have earned their spot. In that bag. It will include snacks for the wag event. It will also include their invite cap, and then also a t-shirt that we had made to celebrate our swimmer. That's going as well. Those are done. Alicia picks those up tomorrow from Felicia, so we'll have some really cool swag for our swimmers. I think one other thing that we probably need to remind everybody, swimmers, coaches, parents, maybe even as we move forward, is just reiterate our partnership with Speedo. So everybody knows on the 1st of the year, as people come on that we're affiliated with Speedo, and not any other swim brands anymore. And if we're doing anything that is our club, that's we're putting it together. It is required to have the speedo logo I will probably need to send that reminder out at the 1st of the year, as well.

Jennifer Beech- Yeah.

Rob Courtney- So any other open topics that anybody wants to bring up in the last 3 min before we go to our open session. Alright. So last last bit of business on our 1st meeting. Like, Jen said. We'll elect our positions for next year. We'll probably go through our budget. Lisa will. Once we have all of the positions filled. Lisa will help set everybody up on their team by email based on their position. And then we'll do all of the testing and fees and everything that we, as board members, need to do for safe sport for U.S.A. swimming and all of that stuff.

Jennifer Beech- I'll get that stuff sent out, actually, probably by tomorrow, so that you guys can get started on it so that we're in compliance. Come the New Year.

Rob Courtney- Perfect. That's great! Jen. And once again the club. Will you reimburse you for those payments that you make for that stuff as well.

So just give a receipt to Lisa, and she'll either credit your account, or we can give you pennies like rolls of pennies.

So alright, everybody. Well, we will see you at the open session that starts in 2 min.