



Approved

FAST Board Meeting Minutes Tuesday, February 16th, 2010

Board Members Present: Renee Haynes, Walter Dauksher, Lance Holter, Rob Huey, Krista Nero, Randy Pritchard, Melissa Kinnear, Bill Spahn, Karl Stewart

Missing: None

Meeting Site: Wild Boar

Guests: Evan Welting

1) Call to order

Meeting called to order at 7:22 PM by Randy Pritchard.

2) Approval of minutes from 01/19/2009 Board Meeting – Approval was done via email prior to the meeting.

3) Membership Report – Randy Pritchard

184 Regular Swimmers – The number of swimmers in each practice group remains constant. The following number of swimmers exist in each of the groups: Precompetitive (11), Silver (18), Gold (34), Platinum (27), White (27), Blue (23), Pre-senior (21), and Senior (25).

41 Masters Swimmers – Morning practice sessions continue to attract 15-20 swimmers. Lunch time session attendance is between 8 and 12 swimmers.

12 High School Prep Swimmers – The number of swimmers in this group has dropped significantly with the completion of the girls' high school season and with the start of the boys' high school season. Evan would like to alter the terms and conditions for the high school group next year, so that members don't have to leave at the beginning of the month in which their seasons begins.

4) Coach's Report – Bill Spahn

Bill presented his final coach's report to the board. Bill used his report to outline how the program has grown and improved during his tenure. He stressed repeatedly that the reason he was able to be successful was because the board allowed him to do his job without interference. Bill stressed the need for the board to trust Evan going forward and offer him the same confidence and support that Bill was shown. The highlights of Bill's report include the following:

- There are 53 14&U swimmers qualified for the short course state meet. There are 10 swimmers qualified for sectionals. There are also a large number of swimmers qualified for silver state. FAST will be well represented in this spring's championship meets.
- When Bill joined the team five years ago, the team was in tough shape. There had been 7 coach's in the previous 10 years. Colorado coaches had stopped applying for jobs at FAST. Bill made a mental commitment to stay with the team for five years.
- Bill mentioned enjoying his interaction with the board over the last five years. He appreciated being allowed to make all "wet side" decisions while the board focused on "dry side" issues. Bill noted, "There has never been a time when the board TOLD me what to do."
- Regarding Evan, Bill noted, "No one on this team knows more about swimming than Evan." Bill encouraged the board to allow Evan to make all "wet side" decisions.
- Bill believes Evan is ready to be the new head coach for FAST noting, "We've been working together closely on all the decisions that have been made in the last 18 months."

5) Coach's Report – Evan Welting



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Evan spoke to the board expressing his gratitude at having been awarded the head coaching position, presenting his vision for the team going forward, and providing some information on his swimming background. The highlights of Evan's report include the following:

Team Vision

- Evan plans to “stay the course” with the direction Bill has moved the team over the last five years. Evan wants to continue to grow the age group program. He'd like to see the team get more and more kids in the pre-competitive group and get them “hooked” on swimming. As a team, Evan does not want FAST to lose sight of our younger swimmers.
- Evan indicated that since joining FAST in the fall of 2008, he has been impressed with the high standard of sportsmanship displayed by the swimmers and parents. He wants to continue to strive for excellence in this area.
- Evan will be hiring a new coach. He is looking for a coach “who cares about their kids and will be engaged with their kids.”
- Evan will continue to look for ways to do the right things for the senior kids. He wants to find exciting new meets and training opportunities that will keep each level of senior swimmer motivated.
- Evan wants to maintain a team that can compete for the state swimming title each and every season.
- Evan believes that the practice group structure currently in place at FAST offers nearly every level of swimmer a place to practice.
- Evan would like to see the master's program participate in more meets. He hinted at the possibility of the master's group attending or hosting an open water swim.

Background

- Evan's mother was a national level breast stroker. Evan has three older siblings all of whom were swimmers. Evan joked, “I've always been a swimmer. I was always that little kid running around the deck while his siblings practiced. My first ever competitive swim was as a five-year-old in a 50 meter lake that was 12 feet deep. There was literally no option for turning back.” Evan's sister is the master's coach at the Olympic Club in San Francisco. Evan noted, “We all swam all of our lives, and none of us burned out.”
- Evan was always a highly motivated swimmer. He didn't struggle with the “Do I have to go to practice today?” question. Evan noted, “I think I only missed four or five practices while I was in high school.”
- Evan grew up swimming in the 80's where the training focus was on yardage, yardage, yardage. In college, Evan's team focused more on technique than just swimming long distances. Evan swam his fastest 400 IM time as a college freshman. He attributes the improvement to paying more attention to his technique.
- After college, Evan continued to swim with a local master's team while working in the restaurant industry. Evan noted, “The money was good, but I didn't love the work. Ultimately, I decided to get into swim coaching because it was my passion.”

NOTE: Based on notes gathered during a question and answer session with Evan, Lance will be producing a document that outlines in more depth Evan's highlights as a swimmer, coach, and person that can be shared with FAST swimmers and their parents.

6) **Treasurer's Report** - Melissa Kinnear



Approved

Melissa presented a brief treasurer's report noting, "Things are looking good." Dues collected in the fall of 2009 are roughly equivalent with dues collected during the same time period in 2008. There is still a concern with expenses this year being 7% higher than last year mostly due to FAST needing to rent more lanes from Epic.

7) **President's Report** – Randy Pritchard

A discussion on confidentiality was held. The board decided that outside of meetings, board members could provide information regarding the "general" financial health of the club to concerned parents. Specifics regarding the team's financial position will only be discussed in board meetings to which parents have the option of attending.

8) **Old Business**

a) Bulkhead Pins

Walter is moving forward with the construction of new aluminum pins. There is some hope they will be ready before the short course state meet.

b) Trophy Case

No Action

c) Record Boards

Tony Dragon might have access to ladders that will allow the record boards to be updated.

d) Underwater Filming

Evan has some ideas for using the underwater equipment as a training tool. He will look into ways of best utilizing the equipment after the spring championship meets are complete.

e) T&C's

Lance is making changes to the volunteer hour portions of the FY2011 terms and conditions documents. He hopes to have the changes ready for review by the April board meeting. The revamped conditions will likely include the volunteer hours description as a separate document.

f) Concessions – It is possible FAST will have to provide concessions at the state meet. EPIC has still not identified a new vendor to sell concessions.

g) Travel Meet Coordinator – The team is still looking for an Omaha travel meet coordinator. The meet the team is attending coincides with the College World Series in Omaha, so there is an immediate need to start securing hotel rooms.

h) Hospitality Runner – Three people expressed interest in the new hospitality runner position. It was unclear whether any of them had accepted the position. Lance to follow up with Kris.

9) **New Business**

a) Potential for FAST to host a LCM meet in July



Approved

Evan was approached by Tex (coach from Broomfield) about FAST potentially hosting a LCM meet the weekend of July 9th and 10th.

Currently, FAST's meet schedule has a gap between June 25-27th until the long course district meet in Greeley on July 24th and 25th. The focus of the "new" meet would be giving state and sectional swimmers a final tune up before their season ending meet. The meet will likely have qualification times. Evan was going to talk more with Tex and the Loveland coaches about the feasibility of this meet.

FAST needs to closely review the meet support sessions owed by families before committing to a new meet. Current forecasts show FAST being short meet support sessions owed for staffing the state, May, and June meets. While a July meet may be advantageous to the swimmers, it may not be something FAST has the volunteer hours to host. Evan mentioned that the other teams might be willing to share some of the duties. Tex specifically mentioned the possibility of his parents timing. It is unclear at this point as to the level of support other teams might be able to provide.

The board also expressed concern about this being another small meet that might not produce enough revenue to justify the effort. Having other teams help run the meet and potentially sharing revenue with them will further reduce the revenue generated by the meet. Both Evan and Bill pushed for FAST to host the meet because it gives the kids a great opportunity to swim in a fast, local pool.

FAST is checking with Epic on the availability of the pool. FAST also needs to quickly develop a set of meet information, so a sanction can be obtained.

A final decision on whether or not to host the meet will be dependent on the pool availability, sanctioning, and volunteer staffing levels.

b) ASCA Coaching Certification

The board discussed with Evan his interest in obtaining ASCA certification. Neither Bill nor Evan saw much value in working through the ASCA coaching certification levels. The board used the discussion to indicate to Evan that if he wanted training or if he wanted to send his coaches to training the board would be receptive to funding the training.

c) Club Leadership & Business Management School

Lance, Krista, and Renee attended USA Swimming's Club Leadership & Business Management School workshop on Saturday, February 6th in Boulder. The workshop was well run and highly informative. The three board members who attended shared what they learned with the FAST board.

USA Swimming has a "Club Recognition" program. FAST is not currently, a "recognized" club. To achieve club recognition, teams complete a checklist of tasks identified as being important to USA Swimming. Many of the tasks are documentation oriented. Reviewing the checklist, the board believes FAST can achieve Level 1 recognition. Lance is going to work on gathering the documents needed to achieve Level 1 recognition.

d) Next Meeting: Tuesday 7:30PM March 23rd (Location TBD)



Approved

10) Adjournment

Motion to adjourn made by Rob Huey and seconded by Karl Stewart. Motion passed by unanimous approval. Meeting was adjourned at 10:03PM.