

**Bellingham Bay Swim Team**  
Board of Directors Meeting  
May 27, 2020  
Virtual

**Our Values:** *The most important shared values of Bellingham Bay Swim Team are those that reflect the character that we all intend to develop in our children; honesty, integrity, commitment, loyalty to TEAM, work ethic, friendship, fun, balance, respect, compassion and courage.*

**Our Mission:** *The mission of the Bellingham Bay Swim Team is to provide an environment for swimmers to develop exceptional character through discipline and commitment to our shared values in the pursuit of excellence in competitive swimming.*

**Our Vision:** *To create and sustain a culture of excellence where each individual understands they contribute to something greater than themselves. That the pursuit of personal achievement and excellence goes hand in hand with the development of BBST and the development of each individual within the program. An environment in which the Status Quo has no place, where each individual is goal oriented and driven to be better today than they were yesterday and better tomorrow than they are today.*

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**Bellingham Bay Swim Team Board Meeting Norms**

1. Practice Transparency (*Be open, direct and clear, honest and timely*)
2. Resolve Conflicts (*Go to the source, be hard on the problem not on the people, show mutual respect, practice forgiveness*)
3. Value Teamwork (*Provide mutual support and acknowledgement, be collaborative, follow-through on commitments in a timely manner*)
4. Practice Positivity (*Remain optimistic through the process*)
5. Demonstrate Unity in public.

**Attendants:**

President: Chris Fuhrman

Vice President: Cassandra Reid

Treasurer: Nancy Chen

Secretary: Susan Costanzo

Clint Carlton

Coach Chris Coghill

Coach Brad Jones

Coach Rhonda Stouder

The meeting was called to order at 4:00.

Old Business:

1. The minutes of the April 23 meeting were approved as written.

New Business:

1. June dues

The board voted to continue monthly dues rate of \$50 per swimmer with the option for families to pay the full usual amount. If water space becomes available in June, dues will be prorated.

## 2. Age group coach search

Chris Coghill reported on the status of the Age group coach search. He set up four interviews, and the first three have gone well. He would like to bring some of them to Bellingham in order to observe them coach the swimmers. He is open-ended in terms of the start date.

## 3. 20-21 Meet bids

Clint Carlton will submit the meet packet today. Bids are the same as last year: the Age Group Challenges in October and January. The Last Chance meet in March can be handled later.

## 4. New board member search

Two positions on the board will be available for terms starting on September 1. Cassandra Reid will lead a subcommittee also comprised of Susan Costanzo and Nancy Chen. Nancy will share the criteria.

## Other business:

Chris Fuhrman reported that he received an email from Laurie at Arne Hanna. The pool is planning to reopen when the city moves to Phase 3. Chris also shared with her USA Swimming's recommendations regarding pools and minimizing swimmer health risks.

Brad Jones reported that gyms will reopen in Phase 2 but will be limited to a maximum of 5 people at a time. It will be hard to accommodate all the senior swimmers and may also require more rent.

Regarding the upcoming marathon, Chris Fuhrman reported that Snohomish Running Club is hosting to events in late July and early August. These events will help them work through the changes needed in light of the virus. Grant Harrington is working with UW and other organizations to determine the types of safety measures needed.

Meeting was adjourned at 4:37.