

Bellingham Bay Swim Team
Board of Directors Meeting
Executive Session
April 2, 2021
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.*

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

Treasurer: Nancy Chen

Secretary: Susan Costanzo

Clint Carlton

Coach Chris Coghil

The board discussed the request by Brad Jones to increase his pay and transform it from hourly to a per visit/per swimmer amount.

The board voted unanimously to increase his compensation to his request of \$12 per swimmer for each visit to the gym. The increase will be passed along to families over two or three years, and BBST will absorb the difference during this transition.