

**Bellingham Bay Swim Team**  
Board of Directors Meeting  
December 3, 2019  
Sehome Haggen

***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  
Admin: Coach Patsy Elliott  
Coach Wes Sinclair  
Coach Brad Jones  
Absent: Clint Carlton

**Call to order:** 7:00 p.m.

**Old Business:**

1. Minutes of October 22, 2019 meeting were approved as written.

**New Business:**

1. **Coaches' update**

Coach Wes reported that there are fewer DQs at meets as swimmers are entered more appropriately. Given that there are two meets this upcoming weekend (Dec 5-7), Coach Brad will cover a modified practice schedule for swimmers who don't attend either meet. The California training trip in late December is all set. A one-time payroll glitch has been remedied. Coach Wes raised the possibility of raffles or gift cards for meet refs in order to encourage participation. Concern included the lower income that the team is generating at meets and the potential for good hospitality at meets as an effective alternative to other incentives.

Coach Patsy outlined her strategies for developing the Platinum group. She's working on consistent attendance and helping swimmers apply her suggestions during practices. After initially focusing on refining technique, she began to increase yardage and intervals. She tapers expectations as important meets approach. The AGI went well, although she would have liked to see more PNS cuts. The NWAC meet wasn't especially beneficial for the swimmers and there is another scheduled for February. Coach Patsy wants to look for alternative meets, such as the PN Spring Showdown and the SRST mini-meet. She also outlined a possible full-day retreat for Platinum and Senior B swimmers for late December.

Coach Wes also discussed a plan for future coaches' meetings.

## **2. Administrative update:**

Coach Patsy reported on current concerns regarding lane crowding and the importance of maintaining safety for swimmers. When the number of swimmers is low, they are sometimes required to surrender a lane for non-BBST swimmers. Silver swimmers need more lane space. Three swimmers have left the Developmental Group, but one has been added and another is interested. One swimmer moved up to Bronze. The practice schedule for the holiday is mostly set to accommodate the meets and training trip. Relays for PNS are finalized for girls and should be clear for 11-12 boys. Given the ongoing concerns about safe sport, the team newsletter could have a section devoted to it.

## **3. Safety equipment:**

Arne Hanna's defibrillator and oxygen tank were discussed. We need to find out what Arne Hanna's maintenance plan for them and see if more is needed. Coaches have biennial CPR training and know how to use a defibrillator.

## **4. AHAC contract for 2020:**

The draft contract with AHAC for 2020 appears to be the same as for 2019. Chris Fuhrman will review it with AHAC staff to be sure. If the cost changes, BBST will also have to change the certificate of insurance, which would involve a small fee.

5. The next meeting will be held on Tuesday, January 28, 2020 at 7 p.m.

**Meeting adjournment: 7:55 p.m.**

No Executive Session was held.