

Bellingham Bay Swim Team
Board of Directors Meeting
January 21, 2020
Carl Cozier Elementary School

***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; honestly, 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

Vice President: Cassandra Reid

Treasurer: Nancy Chen

Secretary: Susan Costanzo

Clint Carlton

Admin: Coach Patsy Elliott

Coach Wes Sinclair

Coach Brad Jones

Coach Rhonda Stouder

Brooke Larrabee, Director, Bellingham Bay Marathon

Marci Hardy, BBST Spirit Committee

Old Business:

1. The minutes of the December 3, 2019 meeting were approved as amended.

New Business:

1. Bellingham Bay Marathon Discussion

The board was provided an update by Brooke Larrabee, marathon director. The 2019 marathon was a success in terms of both revenue and the number of participants. There's also potential for more growth. One of her goals is to market the marathon as a "destination race." Currently, 30 percent of participants are local. The marathon received a \$15K grant from COB to create a video to promote both the race and Bellingham. Brooke has also increased the amount of digital marketing, which has already shown results. Peace Health is providing \$15K grant in the form of medical and finish line support. Nuum provided \$4K in-kind donation of hydration and wants a three-year contract. KAFE radio is providing radio promotions this month worth \$13K in exchange for some entries. One goal is to make the race more eco-friendly; Sustainable Connections may provide some in-kind support. The second goal is a course redesign for 2020 to address concerns about the railroad crossing, the overall hilliness of the course which leads to slower times, and the desire to not have racers pass the finish line with four miles to go. The change would require recertification, which would not be onerous. The board encouraged Brooke to implement the course change. Registration opened on January 1 for the 2020 race, and registration is off to a good start. Brooke will forward last year's stats to the team.

2. Coaches update

Coach Wes addressed the Last Chance Challenge in early March. Morris Arthur will be head referee. It would be great to have the Washington Open on the annual schedule, but it was problematic this year because of the California training and the snow in January. The meet schedule is tentatively set through the summer. Given the close dates of Sectionals and Futures meets this summer, it was agreed that Sectionals is better. The Apple Capital meet in Wenatchee is also on the schedule. Another meet, Starlight, is also being held in Wenatchee June 26-28, which could include a training camp for advanced swimmers.

3. Administrative update

Coach Patsy noted that swimmer count has declined a little, but all swimmers are now in the appropriate group. 87 kids have signed up for the Winter Challenge. Nancy Chen expects that the team will net \$7K from the meet. Coach Patsy shared Washington Open results and also plans to add a meet at Kamiak on Feb. 8.

4. 2020-2021 Meet position openings

The board discussed the urgent need to recruit parents to learn the key meet responsibilities so that the team will function smoothly as parents with senior children gradually leave the team. Steve Ciatti seems to be committed to serving as Meet Referee. The Dylan family is currently learning the Clerk of Course position. The Administrative Official and the Marathon Coordinator are still open. Meet Directors are needed for open bids as well as Ally Fell. Nancy will check with Suzanne Loeffelholz about the Ally Fell position.

5. 2020-2021 Meet Bids Discussion

It was agreed to postpone this discussion until next meeting. There was some concern about the cost of renting the Snohomish pool for the Last Chance Challenge next year because rental cost is high and the revenue isn't great. The possible use of the Skagit Y is still unclear.

6. Winter Challenge update

The board discussed the open volunteer positions for the upcoming home meet. Chris will send out an e-mail to encourage more participation.

7. Spirit Committee update

Marci Hardy updated the board on numerous plans and concerns from the Spirit Committee, comprised of Meredith Cratsenberg and her.

a. A team-building event is planned for Friday eve, Feb 7 when the pool is closed for the high school meet. Toy Garden will host an orca needle felting for up to 16 kids if there is enough interest. Cost: \$10/kid

b. Seniors will make valentines for the younger swimmers during a 15-minute overlap.

c. The date for the Blackfish Challenge needs to be set, preferably in April. Brad Jones, who planned the activities, has not yet focused on it. Rhonda will ask Korbin's mom about a prize this year.

d. There's some interest in an official, in-house only meet just before or after the October Challenge in order for swimmers to obtain some IMX times.

e. A date is needed for this year's team photo, preferably in late May, rather than June. Perhaps in the future, it can be moved to fall, so that it includes kids who drop out at the end of the short course season. The board seems to favor the idea of a fall photo.

f. The spring banquet was discussed. Meredith suggested a short and sweet ice-cream social rather than a full meal. The senior swimmers could have a separate event with appetizers and/or dessert. Bella Cratsenberg has a Pinterest page with ideas. Seniors will decorate and choose the food. It was generally agreed to again provide plaques. The idea was suggested to have the seniors have their event just prior to the banquet/social. It could be in the afternoon if on the weekend. The board seemed to like a Saturday event so that the younger swimmers can participate. April was proposed (not the last weekend). It would be held in the same hall.

g. The PNS champs shirts were favorably received. For Regionals and Sectionals, senior help would be appreciated. Should the Showdown be included? Maybe one shirt could include all. As soon as the Last Chance Meet is held, names and a decision will be needed.

h. It is planned that the newsletter will appear bi-monthly.

i. Regarding team gear for next year, Swim Outlet has not worked out well, so another vendor is needed. Contact Swim 2000?

j. An idea for team towels was floated. A minimum of 35 towels is required, and a price break requires 50 towels. We'll need to talk to families about it in July. Marci will poll families.

k. The team had job descriptions for all the meet volunteer positions, but they were wiped out. These are also important for institutional memory as families turn over.

l. Should the team return to a formal "back to the pool" meeting?

m. The Spirit Committee will want to meet with the board in February regarding next year's short-course calendar, so that holiday practices, holiday breaks, and meets are available early so that families can plan.

8. Last Chance Promo and expenses for SAC was discussed.

9. Coaches Travel Policy

Chris reminded the board of the reimbursement rates for meet travel:

Short course: \$100/night

Long course: \$150/night

10. The next meeting will be held on Tuesday, February 25, 2020.

Meet was adjourned.

No Executive Session was held.