Approved Minutes:

**Stuttgart Piranhas Board Meeting Minutes**

**6/11/2019**

* Call to order: 5pm

President, Vice President, Secretary, Comm Liaison, High School Liasion, Parent Liaison, Social Chair, Equipment, Volunteer Coordinator, Statistician

Guest visitors: Susanne Galvin (former Pres), Michi Sanders

* Old Business
  + A*pproval of May board meeting minutes***. All approved.**
* New Business
  + Equipment Report:
    - Lane Lines 1st choice not responding, recommendation to move to 2nd choice company at 50 Euros more.
      * *Motion from Lisa (VP) and Tom (Comm Liaison)*
      * **Motion passed**
    - Original team shirt order will be 100 shirts (w/name) at 21 Euros each; costs will be covered by annual fees paid per swimmer
      * *Motion to purchase*
      * **Motion passed**
    - Future need to purchase a microphone to use for home meets. Follow up in July with estimates (Equipment)
  + Executive Board met (minus Secretary)
    - Nothing was voted or discussed of substance
      * Invitation extended to Michi to come discuss Masters program
      * Pre-registration process
      * Pool usage situation for pre-season
  + Masters Program (guest visitor - Michi Sanders)
    - Program needs to be modified due to it moving from a volunteer staff to a compensatory position
    - Self sustaining program and promotes goodwill in community; allows usage at a 3rd pool if needed
    - Masters operates on a 12 week season at 200 Euro per swimmer; offered 3 times a year; with no additional costs to SPST; marginal “profit” brought in after pool costs
    - Current pool usage under review - plan to eventually move back to Vaihingen when renovations accomplished
      * Board discussed urgent need to bring the program under SPST umbrella officially so all administrative matters had oversight
      * *Motion by VC (Krishna) and CL (Tom) to allow program to go forward provided it came under our umbrella.* **All approved.**

* + President Matters
    - Coaching documentation for season 2019-2020
      * VP (Lisa) and Pres (Becky) have begun dialogue about contract language and provisions with Coach Jenna
        + Current HC contract for 2018-2019 does not reflect in prior 2017/2018 or 2018-2019 SPST minutes; unclear whether it was shared with board at large and there is no formal vote in the records

As yet, Pres and VP have not yet received end of year season feedback and future vision from Coach Jenna for the team

* + - * + Concern current contract language is not valid due to automatic renewal for HC position each year

Pres (Becky) discussed with EFSL lawyer for informal general guidance; recommendation to create a new contract for 2019-2020

Pres and VP expressed a concern with the contract edits requested from Head Coach (Jenna) for the new 2019-2020 contract; edits pertained to board oversight, communication with team/parents, and compensation; remainder of SPST board, beyond Exec members, have yet to see new contract language or requested edits.

Pres and VP will follow up with additional meetings and clarification - further review of edits required before moving forward with the final contract offering

* + - * + Board discussed requested but not yet received feedback from Head Coach at the end of season to SPST board

SPST evaluation

What are the SPST future goals

Are we implementing best use of staff?

Some expressed concern about the quality of working relationship between HC and rest of coaching staff

Concern was expressed about “knowing” the swimmers and matching swimmer to event for success, esp relays

Concern about HC absence at Champs and meet attendance overall

Desire for HC to have more positive, constructive communication with swimmers

* + - * + Board discussed board transition has not yet allowed SPST board to discuss our determination of HC performance thus far and needs going forward

Due to remaining questions, requires clear clarification for HC role in new contract between board and HC position

Discussion tabled due to announcement of library closing

* + Community Liaison Report:
    - All pools (Maichingen, Vaihingen, Boeblingen and Sindelfingen) are going to be undergoing renovation throughout summer and into fall
    - Sonnenberg remains only viable option at this point for pre-season swim; visit was favorable; awaiting costs from the pool manager
    - Divisionals pool: Berlin will be providing us (as hosts) with a free one to utilize
  + Registration Report:
    - Estimating 90 swimmers for fall (loosely); budgeting accordingly
    - Need to consider raising annual fee up 50 Euros a swimmer to cover costs and reduce fundraising need.
      * *Motion by High School L (Liz) and Stats (Mandy) to raise the annual fee per swimmer by 50 Euro.*
      * **Motion passed - all approved.**
    - Recommendation by Treasurer to pay all coaches employed instead of comping swimmer fees to avoid any financial inequities.
      * Board discussed and agreed to move forward with straight compensation.
      * Discussion about Coach Biddle’s situation; unclear on need or desire; Treasurer (Cynthia) offered to follow up and get back to board.
  + Head Coach Report
    - Coach Jenna would like to restructure the swim groups to a more age based group structuring - for example, all the HS swimmers would be in Group 1 - regardless of ability level.
      * Board discussed
        + Benefits of such a change
        + What areas of concern are driving the need for change?
        + Do we have adequate staffing and space to make the changes, primarily with groups 1 and 2?
        + Too early to consider - we need more information from the Coach; vote to restructure tabled by SPST board for now
  + Around the Horn
    - After Action Fun Meet (June 8th)
      * Microphone issue (addressed earlier in Equipment Report)
      * Labeling the front door more visibly and maintaining controlled access
      * Lane Line replacement (addressed earlier in Equipment Report)
      * Future fun meet limited to 50s and 100s, no 25s
      * Continued need for officials for SPST
    - Fundraising chair position is open; Laurie Trotter is stepping down
    - Need a Head Marshall appointed (**followup in July**)
  + Meeting Adjourned: 6:59pm (**Next meeting July 17th at 500pm**)