

Strategic Planning Meeting

July 10, 2019

5:30 p.m.

Members Present: John Tate, Clint Wight, Jayme Lyttle, Ken Mays, Sally Pardue, Beth Pye, Debbie McCrory, Chris Sheets

Others: Cameron Higdon, Patrick Beasley, Jenna Johnson, Betsy Mays

- I. Bylaw Changes
 - a. Board members will submit 3 votes
 - b. John and Beth with tally votes
 - c. Must get majority of votes (5 votes)
 - d. Each member will vote 3 ballots.
 - e. Will continue until all 3 new members have received 5 votes.
 - f. Vote will take place at next Board meeting.
 - g. Election will take place after next Board meeting.
- II. Practice Schedule (Cameron)
 - a. Discussed moving T/R to morning practices for 11-14 group. Ken and Debbie mentioned that too many morning practices for seniors wouldn't be beneficial. Ken suggested 11-14 group could have morning practices 1-2 days/week to introduce them to senior level training. If there is a morning practice every day, divide the senior swimmers into sprinter/distance by day.
 - b. Discussed if timing will work for the 11-14 group to swim in the morning. Ken asked what the coaches think about subdividing senior group for morning practices. If the seniors didn't practice every morning, the 1-14 could continue practicing in the afternoons.
 - c. Cameron mentioned that the senior group will be large due to the number of swimmers aging up. It is difficult to get the 11-14 in the pool with the seniors on T/R evening.
 - d. There was a question about moving swim lessons and what is more profitable—lessons or competitive swimmers. Cameron didn't feel like the 10&u group was ever too crowded.
 - e. There was discussion about doing a flex program for 11-14.
 - f. John suggested perhaps a Sunday practice.
 - g. Patrick suggested dividing males/females for one day/week (T/R 11-14) and lengthening the Friday practice. There was discussion about how the dynamic would change at those practices, in a positive way. And kids would have a night off to do homework.

- h. Friday: the 10&u could swim with seniors and the 11-14 group could swim later. Seniors- 4:30-6:00, 11-14- 6-8 (dry lands could be done before swim practice at 5:15) and 10&u 4:30-6:00.
 - i. We could move lessons from Friday afternoon to Saturday. Since home school doesn't swim on Friday, lessons could run from 3:00-4:30. We don't want to eliminate any swim lesson slots. Allow level 5 swimmers to pay USA swimming registration fee and do meets, similar to flex. Is there a way to transition from level 5 to competitive team by allowing swimmers to move up and swim an hour practice.
 - j. Dry lands: Everyone is ok with the facility is currently being used and the timing is good. Coaches need to continue being flexible with kids who need to leave early.
 - k. We need the practice schedule finalized by the weekend. Schedule will be emailed to current families.

III. Coaching Needs

- a. Cameron would like help with the senior group and 2 coaches with the 11-14.
- b. Cameron would like to add a coach. Christopher Goodman at TNAQ- Cameron will speak to him at SMI. TNAQ families speak highly of him and he could fill in where he's needed. Board feels strongly that Cameron needs to be very upfront about expectations. Joe Peeden and Emily Allen are possibilities.
- c. John wants coaches to take a night off/week or month since we will have a 4th coach. Cameron can take a week off after the CA meet before the trial period starts.
- d. Jenna questioned what the youngest a coach could be? College students could instruct swim lessons.
- e. John will post job position on Swimsam.

IV. Clinic/Outreach

- a. Jenna and Patrick will do a free start clinic for Gettysvue on Monday after SMI.
- b. Prime will ask about setting up a table at Dolphins and GM end of season banquet.

V. Short Course Meet Schedule

- a. There were some parent complaints about Bristol.
- b. Kingsport: Sept. 21-22
- c. McCallie Oct. 18-20 (if accepted) or Asheville Oct. 19-20
- d. TNAQ: Nov. 15-17
- e. NAC: Dec. 6-8
- f. Jr. Nationals: Dec. 11-14
- g. TNAQ: Jan. 10-12
- h. Pro Series TNAQ: Jan. 16-19
- i. TN High School State Meet: Feb. 7-8
- j. Region 2 Championships Baylor: Feb. 14-16
- k. Short Course LSC Championships: Feb. 21-23 Huntsville
- l. Kingsport: March 7-8

- m. Sectionals: March 12-15 Atlanta
- VI. Fees
- a. Practice hours will remain consistent.
 - b. Ken suggested that we have a fundraising fee that will be applied to the structure loan.
 - c. Ken questioned whether we need to keep the script program. Beth mentioned that only 1 family uses the program consistently. We will not use the script program because of lack of participation.
 - d. Sponsorships: We can create a handout on the importance of water safety for families to use when soliciting sponsorships. We will keep the incentive for families that secure sponsorships. We will keep the same sponsorship levels. **We will decrease the incentive to 20%.**
 - e. John suggests increases monthly fees slightly.
 - i. 10&u \$1255 New: \$1295
 - ii. 11-14 \$1700 New:\$1750
 - iii. Seniors \$2065 New:\$2125
 - f. John asked coaches about how they feel about meet pay. Patrick suggested paying more for each session. Jenna suggested paying per hour (not the same pay rate as coaching).
 - g. Jayme suggested that the meet fees change based on the expense of the meet. Finance committee will discuss.
- VII. Pool scheduling for HS swimming
- a. Jenna said that the schedule from last year will be fine for this year. Blount County will keep the same practice schedule. Lenoir City, Concord Christian and Farragut might need pool space.
 - b. Saturday afternoon, Sunday, late evenings are available for HS practices.
 - c. We would like to offer lanes to MJHS swim club on Mon/Wed. from 8-9.
 - d. Availability: M/W 8-9:30, Sat. after 12:00, Sunday finish before 7:30
 - e. John discussed the HS team milestone document.
- VIII. MAAPP
- a. We have swimmers that need to complete training. They must have completed the training by July 23.
 - b. We will include info about the training requirements on our registration.
- IX. Trial Period for August
- a. Start season on August 12 for returning swimmers.
 - b. Trial starts Aug. 19-31.
 - c. Registration for returning swimmers will open Aug. 5.

Convened 9:15

Respectfully submitted by Alisha Stanley

