



2020-21 ANNUAL MEETING

TONIGHT'S AGENDA

Introductions

- SPA Board Members
- Coaching Staff

“State of SPA” – Team Update

Annual Team Financial Update

Head Coach's Report

Board Elections

Questions

SPA BOARD OF DIRECTORS

Kris Kohl – President

Steve Huye – Vice-President

Temika Jones – Treasurer

Tim Caver – Secretary

Valerie Thomas – Member-At-Large

SPA COACHING STAFF

Bob Kizer – Head Coach, Senior Group

Ali Bleasdel – Head Age Group Coach, Senior
Prep, Silver and Bronze 1

Adam Lyng – Assistant Coach, Gold and
Swimming Conditioning

Brady Nash – Assistant Coach, Red, White and
Masters

Betsy Partin – Assistant Coach, Bronze 2

Katie Rice – Junior Coach

SPA'S PROFESSIONAL COACHING STAFF

Head Coach Bob Kizer – 30+ years experience. 5th year with SPA.

- Gulf Senior Chair.
- USA Swimming Club Development Committee Chair.
- Has coached national team members, national age group record holders and swimmers at all levels of the sport.

Head Age Group Coach Ali Bleasdell – 5th year with SPA.

- 4 year letter winner at TCU.
- Age group swimmer at SPA and HSC.
- Coaches multiple Gulf Age Group qualifiers at all levels of SPA
- SPA Delegate for Gulf House of Delegates

“STATE OF SPA”

- **We Remain Financially Strong**
 - Fully Funded Reserves, Healthy Income Streams
 - Maintain Fiscally Responsible, PPP Loan Forgiveness
- **Modern Equipment and Facilities**
 - \$80K+ Capital Equipment investment last 4 years
 - New Heater at Brushy Lake 2018
 - New Aerator at Club Sienna 2019
- **Stable Athlete Enrollment Base and Retention**
 - Total Athletes: 165 year round average per month/down 20
 - Retention: 67.8% - Gulf Avg. 66.7%/down from 2018-19
 - Currently at 207 Swimmers (as of 9/7/2020)
- **Robust Training Programs**
 - Most Gulf Age Group Qualifiers in over 5 years
 - Olympic Trials Qualifier
 - Nine former SPA Swimmers Currently Competing in College

SWIMMING IN THE AGE OF COVID

Communication is more important than ever to keep us all safe and healthy

Safety protocols continue to be used at all events

Everyone needs to know the SPA Operating Plan and Covid Response and Communication Policy

Competition will be very different for all swimmers, coaches and parents

BOARD OF DIRECTOR'S UPDATE

- **Financial Responsibilities**
 - Responsibly managing expenses and revenue to maintain strong financial position
 - Annual reconciliation of all financial accounts
- **Governance Accomplishments**
 - Led team through the Covid-19 shut down while maintaining strong financial position
 - Review and update of Capital Equipment Plan
 - Undertaking review of By-Laws
 - Updated Termination Policy

UPDATED TERMINATION POLICY

A swimmer may end their SPA membership by submitting written notice to the SPA Registrar with this Termination Form. This form must be emailed to the SPA Registrar (registrarspa@gmail.com) by the 15th of the month prior to termination.

The termination date must correspond to a month end. If you turn in your Termination Form after the 15th of the month prior to your specified month end Termination Date, you will be responsible for monthly swimming dues for the following month. For example, if you submit your Termination Form on February 18th, you are obligated to pay dues for March, and your Termination Date is March 31st.

There is a \$50 fee to terminate or put your account on hold.

VOLUNTEERING AND FUNDRAISING

- SPA Volunteers
 - Volunteers needed to support team experience
- Team Meet Hosting Volunteers
 - SPA hosted meet – May 2021
 - Supports swimming in the Gulf Region
 - 6 Hour Volunteer Commitment per family
- Fundraising Items
 - \$100 meet fee remains to offset additional meet hosting
 - May Hosted Meet
 - SPA-A-Thon will return this fall – New Pool Tarps
 - New Been Here Coffee Fundraiser this Fall
 - Super Bowl Squares Fundraiser for Senior Training Trip

2019-20 TEAM GOALS

- ✓ **Navigate Covid-19 Shut Down and Reopening**
 - ✓ Maintained healthy financial position, fully paid staff, reopening with proper safety protocols
- ✓ **Enhance Overall Member and Athlete Experience**
 - ✓ Gathered feedback from families through meetings and online polls and communication
- ✗ **Become Safe Sport Recognized Club**
 - ✗ Underway but not completed

Balance Sheet As of September 7, 2020

	<u>Total</u>
ASSETS	
Current Assets	
Bank Accounts	
Money Market - BBVA Facilities	\$ 74,935.55
Money Market - BBVA Operational	\$ 266,495.33
SPA Checking - BBVA	\$ 61,475.74
Total Bank Accounts	\$ 402,906.62
Total Accounts Receivable	\$ -
Total Other Current Assets	\$ -
Total Current Assets	\$ 402,906.62
TOTAL ASSETS	\$ 402,906.62
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Total Accounts Payable	\$ -
PPP Loan	\$ 40,833.00
Other Current Liabilities	
Payroll Tax Payable	\$ 1,049.34
Total Current Liabilities	\$ 41,882.34
Total Liabilities	\$ 41,882.34
Equity	
Opening Balance Equity	\$ 160,451.57
Retained Earnings	\$ 200,016.03
Net Income	\$ 556.68
Total Equity	\$ 361,024.28
TOTAL LIABILITIES AND EQUITY	\$ 402,906.62

FY 21 BUDGET FORECAST

Proposed FY2021 Budget As of September 7, 2020		Expenses		Total
	Total			
Income				
Competitive / Developmental / Masters Dues	319,461.00	Bank Charges		500.00
SPA Registration Fees	14,464.00	Dues & Subscriptions		800.00
Sharks Registration	25,000.00	QuickBooks Fees		1,500.00
USA Swimming Registrations	12,450.00	Team Unify		1,500.00
Corporate Donations	5,000.00	General Liability Insurance		2,000.00
Interest Earned	425.00	Workers Comp & Employer Liability Insurance		1,600.00
Donation in Lieu of Meet Hosting	9,000.00	Legal & Professional Fees		1,500.00
Meet Hosting	30,000.00	Miscellaneous/Team Apparel		10,000.00
Total Income	\$ 415,800.00	Office Expenses - RENT		5,100.00
		Office/General Administrative Expenses		5,000.00
Cost of Goods Sold		Payroll Expenses		
Meet Expenses	20,000.00	Administrative Work		24,960.00
Registration Fees paid to Gulf Swim	12,450.00	Health Insurance Stipend		9,000.00
Total Cost of Goods Sold	32,450.00	Hourly (Part-time Coaches)		32,000.00
Gross Profit	\$ 383,350.00	Payroll Taxes		18,389.26
		Retirement Contribution		6,658.80
		Salary (Full-time Coaches)		165,000.00
		Wages (Sharks Coach Stipend)		12,000.00
		Total Payroll Expenses		268,008.06
		Pool Costs		
		Heater Repairs		10,000.00
		Natorium Lane Rental		15,000.00
		Pool Heating Costs		25,000.00
		Sienna Pool Maintenance		10,000.00
		Summer Facility Fee		2,000.00
		Tarp Storage & Transport		1,500.00
		Total Pool Costs		63,500.00
		Promotional		341.94
		Special Events		10,000.00
		Supplies		3,000.00
		Training		1,500.00
		Travel		7,500.00
		Total Expenses		383,350.00
		Net Income		\$ 0.00

HEAD COACH'S REPORT

As part of our Quad Plan SPA Coaches implemented many new programs in the past year to better serve our families.

New in 2019-20:

- ✓ The SPA Way
- ✓ Updated Group Advancement Process
- ✓ Weekly Group Emails/Communication
- ✓ Greater Emphasis on IMX/IMR
- ✓ Athlete Leadership Council

2019-20 COACHING STAFF GOALS

- 100% Meet Attendance – 96%
- Increase Swimmers at all Championship Meets – Up in all Age Group Champs, Down in Senior
- Grow Team Culture of the SPA Family – The SPA Way, refined group advancement process
- Update Developmental Curriculum - Completed

2020-21 COACHING STAFF GOALS

- 100% Meet Attendance
- Increase swimmers at TAGS, GAGS, Sectionals
- Reinforce the culture of the SPA Way
- Increase Retention to pre-Covid levels

UPCOMING EVENTS

Red vs Black Meet for all SPA Swimmers –
Week of September 17th

SPA Swim-A-Thon for all SPA Swimmers –
Week of October 19th

SPA September Team Store –
Open September 14th
For purchase of team suits, team warm-ups,
parkas and team required equipment

BOARD ELECTIONS

This year's Board Elections will be conducted on Survey Monkey.

We have one Board Member running for a second term,

One Board Member being confirmed after appointment,

And two new candidates running.

BOARD ELECTIONS

Biography – Steve Huye

Steve is a graduate of Texas A&M University with a Chemical Engineering degree and of the University of Houston Executive MBA program. He has spend the last 9 years at ChampionX in Sugar Land, currently working as a business analyst for the R&D group.

He has 2 children, Josh (16) a junior at Ridge Point and Lauren (13) in 8th grade at Ronald Thornton middle school. They have lived in Sienna since 2005.

Josh is currently in the Senior group with SPA and is starting his 7th year with the club. He is also on the Ridge Point swim team and swam in Regionals last year and was an alternate on the relay team that went to State. Lauren has swam with the Sharks and Stingrays in the past and is currently focused on Softball.

Steve was elected to the SPA board in 2017 and has held positions of Secretary and was Vice President this past year. He is currently up for re-election as his initial 3 year term is up.

BOARD ELECTIONS

Biography – Valerie Thomas

Valerie and her husband Justin have been Sienna residents for 9 years. Valerie's son, Mason (10), swims with Silver and daughter, Morgan (8), swims with Bronze 2. The Thomas' have been part of the SPA family for 3 years starting with Sharks before moving to the developmental and competitive groups.

Born and raised in a small town south of Houston, Valerie has worked in the Commodities industry for 20 years in Houston since graduating from Texas A&M University with a BBA in Finance. Valerie is currently the Business Controls Officer for Bank of America, ensuring the global trading organization has proper processes in place to follow industry laws and regulations with a strong control mindset in everything we do.

Valerie was previously the team mom coordinator for Sienna Plantation Youth Baseball League for 3 years and currently volunteers for the Houston Livestock Show and Rodeo through the Judging Contest Committee that facilitates all the youth judging contests each spring. Valerie looks forward to supporting our swimmers, coaches, families, and community through the SPA Board.

BOARD ELECTIONS

Biography – Grace Sobczak

Grace is an Advisory Senior Manager with Deloitte & Touche. Having been with the firm for over 17 years, her career grew with the internal audit practice, and she currently serves as the Ops leader to develop strategy & leadership experiences for executives. She graduated from The University of Texas at Austin with a BBA in Management Information Systems.

Born in New Orleans, Grace is married to her husband, Mike, and they moved to Sienna in 2013 with their 2 boys:

Adam: 6th grade at RTMS and is in his third year with SPA (Silver)

Collin: 3rd grade at SOE and just experienced his first summer with SPA (Bronze 1)

The Sobczak household is multi-generational with Grace's parents playing a huge role in keeping their village moving along. Grace and Mike maintain an active role in their kids' education and extracurricular activities. Grace looks forward to contributing to SPA's well-being and growth on behalf of the swimmers, families, and organization.

BOARD ELECTIONS

Biography – Keith Donohue

Keith Donohue is a Captain in the U. S. Coast Guard, and oversees over 1,000 personnel and all Coast Guard operations from Freeport, TX to Lake Charles, LA. In his 23 years in the Coast Guard, he worked in various locations in the U.S., Europe, Africa, the Middle East, South East Asia, and the Caribbean.

He is married to Gemma Donohue, and has an 8 year old son, Aidan, who is currently swimming with SPA's Bronze 1. Aidan was born in the Netherlands, began swimming as a toddler in California, took advanced lessons while living on the Island of Curaçao, and swam competitively last year for the Valley Shore YMCA Marlins in Westbrook, Connecticut. The Donohue's just moved to Sienna this past July, and plan to make this their long-lasting home.

Keith looks forward to bringing experiences and perspectives he gained from other locations, and well a strong management background to the program.

QUESTIONS

