

## TIDE Board Meeting Notes

January 24, 2019

Members present: Richard Hunter, Jack Roach, Sandra Jones, Mike Salpeter, Jennie Carder (via phone), Katy Arris-Wilson, Ken Neiderberger, Jenny Huelsberg, Tara Frey, Carrie Duffy (via phone), Sue Rosier, Chris McKee, Dan Demers, Carri Lamoureux

- I. Welcome- Meeting Minutes Oct (add C. Duffy submitted application for Board position), Nov, and Dec all approved
- II. Finance Update
  - a. Chris McKee- Finances right on budget. Continue to maintain the planned budget. Sue Rosier- echoed financial report.
- III. Executive Director- Jennie Carder
  - a. The YMCA is forgiving dues for USCG families affected by the government shutdown. Do we want to follow suit with Tide's USCG families? VOTE- all in favor. Approved.
  - b. Masters coach Morgan Latimer had to step down. Coach Deion Dean is excited to add more hours working with Coach Alex.
  - c. Virginia Swimming will be making concussion protocol training a coach requirement. Three Tide coaches have already complied. The staff has been told to complete the training as a Tide requirement.
  - d. Lengthy discussion about a family wanting out of their 11-month contractual obligation. The family, coaches, and board members have worked together to find a good balance for the swimmer but swimmer just does not want to continue. Overall agreement is that the policy of not allowing a family out of contract for anything other than a move, medical condition, or extreme financial circumstance cannot be compromised. This policy protects the team

financially and historically has been upheld. Chris McKee will communicate to the family the board's position.

#### IV. Coaches Report

a. Mike Salpeter reported Chesapeake continues to thrive including 5 going to IMX. Taylor Bend is growing with consistent tryouts. Great Bridge had an assistant needing to cut hours and one willing and able to increase. Coach Abbey Hunter will be stepping down in Feb to pursue other opportunities. Interviews for her replacement are encouraging.

b. Sandra Jones reported 36 going to IMX meet. This meet offers a positive indicator to build career in swimming.

Had discussion with Dave from SEVA about poor meet conditions at their meet including broken heater, overcrowded spectator seating, indoor pool space not utilized, volunteer hours not organized, etc.

c. Richard Hunter reported ISCA meet has 25 committed with potential of three more.

Will be submitting Silver Medal Club grant for up to \$3900.

Administrative meet fees for late entries increased from \$5 to \$10 during Championship season.

Reported need for better January meets.

Apparel vendor not communicating with Coach Hayley. Katy Arris-Wilson will follow up with Erin.

d. Jack Roach- Staff mid-year staff evaluations begin in February.

#### V. Discussions/Committees

a. By-Laws up for discussion:

a. Code of Conduct- Violation procedures; swimming outside parameters of team.

- b. Board Member membership requirements, honorary members, and position terms
  - c. Budget Plan- procedure and timeline
  - d. Inventory of Assets- multiple training sites gained over the years makes inventory a huge task. Ken Neiderberger suggested a barcode system; meet hosting inventory a separate category.
  - e. Monthly and Annual Statements are available to members online at all times.
  - f. Swim School- Flex memberships covers USA Swimming membership
  - g. Sue Rosier recommended a “Book of Policies” that cover policy practices not necessarily by-laws (mostly financial procedures).
- b. YMCA Annual Update Katy Arris-Wilson reported Billy George’s retirement announcement for December 31, 2019. Recognition of his support of swimming and Tide from swimmers would be special tribute.
  - c. New Ventures Update- A larger scale Swim School program will grow the team. Challenges continue to be pool space, employing quality instructors, and creating program that allows consistent language and focus throughout.
  - d. Developmental Swim Meet Series- Mike Salpeter reports on plan to create a meet series to bring in kids from Porpoise Club YMCA groups. First meet is planned for March 23 and will be barebones with goal to expand and build meets and increase participants.

Meeting adjourned 10:30am