

## GST Board Meeting Minutes April 22, 2008

Call to Order by Joyce Schaedler

Present: Joyce, Dwayne Dillinger, Phil Rehard, Barb Pilon, Carol Bowersox, Angel Dobitz, Von Ochsner, Tammi Poppelton Pam Schillinger, Barry Bowersox, Joe Ely, Nicole Ely, Rose Hance, Brad Schaedler, Student Representatives: Nick Dillinger and Shaya Schaedler, approx 6 other parents and Holly Wilkinson.

No minutes were available for approval. Nicole left them at work and will get them to us.

Treasurer's Report given by Barry Bowersox - Checking account balance \$21,325.83, Savings Balance - \$20,097.06. Largest expense since last meeting was for Sectionals. Barry said there are still some outstanding accounts with a slim chance of collecting. Also, GST fees are being missed when Guppies are moved up to Gators. We may want to address this problem.

### Old Business -

Spring Registration - 88 swimmers were in the pool last week. This is an increase from last year - up over 30%. A lot of young swimmers have joined.

Website - Joyce asked for approval to purchase Adobe. It will make it easier to retrieve documents. Parents are using the site more for entries, etc. There is a page on the site for the kids.

GST E-mail address - [gilletteswimteam@yahoo.com](mailto:gilletteswimteam@yahoo.com).

### Transition from old Board to new Board

The old board members are to be deleted as signatories on the checking account and the following officers are to be added:

Dwayne Dillinger, President; Barb Pilon, Vice Pres.; Carol Bowersox, Secretary; Joyce Schaedler, Treasurer; Phil Rehard, Head Coach

Coaches Update - May 9 is the last day at the Aquatic Center. Pool will be drained May 12 for maintenance. We will have the rec center from 3:30 - 5:00 at a cost of \$45.00/day. If tiling happens it will be 6-8 weeks. In June we will use the outdoor portable pool, if needed. We need to schedule a spring clean up day (it was suggested that the student representatives organize that).

Starting a student mentor program. High school students will mentor the younger students. May receive community service hours or possibly lower dues. Phil will work on it.

Summer meet schedule looks like - May 4-Cheyenne - Ages 13 and over; May 16 - 18 Bozeman, MT; June 14 - Powell; June 20 - 22 - Ft Collins, CO; July 4-6 - Rapid City, SD; July 25 - 27 - SUMMER STATE - Gillette, WY; Aug 5-9 - ZONES.

Summer Spectacular is a question mark right now. We don't know if the pool will be available.

#### New Business -

Privacy - Joyce wants to set up a form regarding privacy & release of information that the parents sign at registration.

Vacancy - Brad Schaedler resigned. Anyone interested in the position needs to let Dwayne know by the end of April. It is an at-large 2 yr term. Dwayne will make the decision by next meeting.

Open Forum - Dwayne - Started with a statement that we need to get away from us & them. Opened the floor for comments. Opinions are all over the board & we need to move on from here

Comments came from parents, board members, coaches including the following. Most comments were in reference to the letter sent to Dwayne and incoming board. Only Dwayne, Joyce & Phil are identified. Comments have been reduced for minutes.

- \*When it was asked who was running, it felt as if information was being withheld. Suggested possible mailing of ballots, or absentee ballots, so everyone can vote. Also, posting ballots ahead of time.
- \*Questioned if coaches evaluations were used. It was stated that they have been given to Phil and will be used in coaches evaluations.
- \*This is not an anti-Phil conspiracy. Most of the lower group doesn't know Phil & would like to know more. Not trying to bring Denise back, but, would like some of the best of Denise in all of the coaches.
- \*Would like to see more coach interaction. Daughter likes many of the coaches. Would like to see a smooth transition.
- \*Parent helped to draft the letter. The letter was meant to be positive & at the same time express concerns. The letter was signed by parents of 63 swimmers. Other parents did not attend this meeting because they knew the board would need more room & time to address the letter.
- \*There were allegedly 63 signatures. Names of the signers were not released.
- \*Concerned as to distribution of letter. Some got it and some did not.
- \*Holly: At first, as a coach, she was offended. She wants to feel approachable. Wants everyone to feel they are able to get the problem to her directly. She is here for the kids. She agrees with the letter, but, not how it came about. Wants to move forward.
- \*Suggested a comment or suggestion box. Not all parents are comfortable approaching a problem directly (it was explained that the GST mailbox can be used as a suggestion box).
- \*This is a big club. Don't lose sight of the big picture. We are the envy of the other clubs. We need to trust the board & coaches.
- \*While he is leaving GST, his granddaughter got a lot from the swimming. We don't want parents interrupting coaches during practice, before & after is okay. You have board members - talk to them. If you go to a board member, you should get an answer.
- \*The election was not intentionally held secret.

\*If you have any complaints about changes, you need to let someone know.

\*The board needs to get information to the parents & make sure all know where to get the information.

\*Last season only one meeting was attended by parents. Evaluations are to Phil and will be used. We set up an orientation table at registration - it was not used. Ann is on deck to answer questions all the time. We need parents to tell us & I'm upset that the board was not included.

\*Kids lose coaches. The kids are devastated, but, they get over it. I can't be critical if I'm not active. We have outsiders that want to change things. I don't feel responsible to address the issues if the parents aren't putting kids in the water. I feel the kids are being held hostage. It used to be that parents came to board meetings just to listen.

\*Phil - He is completing his 6<sup>th</sup> year. We have come a long way. I don't always get along with everyone. He is a professional swimming coach. There are a lot of issues - some new & some old. Hopefully, everyone can have faith that he will do his job. Said "I have the knowledge & skill to do what's needed".

\*Joyce - Election was held in accordance with by-laws. We can work on it so we have the information available before elections. If you are not happy with a coach - go to the coach. They are approachable. Had a hard time with the letter and the anonymity of it. She looked to see if we had any liability. She didn't find any statute and thinks we're okay. Wants board to sign a non-disclosure. Letter needs to go out to anyone who has the database to delete it. The issues that were brought up are cyclical. We need to part of the solution. It feels like we are being boycotted. Bottom line is if you approach it with a solution. We are willing to work on it.

\*Coach - Hopes no one thinks their child would be held responsible for the thoughts of a parent. Trust the coaches.

\*We can change the bi-laws to change the elections.

\*Joyce has given a lot - money, registrations, entries, blood, sweat and tears.

\*Son doesn't always get it. Cristin & Shannon have been open to help out. Her 11 yr old only had school swimming before. Tons of people quit because of Denise. She was great with some kids, but, not all.

\*Had a coach that was not approachable. Loved Excel. What she did first was go to Phil. Her son suffers from anxiety and he has improved so much. We need to commend the coaches.

Dwayne - He stated there were some great points. Discussing in this forum is good. The letter was not handled right. He has served when there were 50 people at the meeting and when there were 9. Communication is the problem. It's got to be about the kids & issues. He didn't hear anything new. Hopes to see many at the next meeting. He doesn't care if it goes until 9:00. The election process can be fixed. We need to give Phil a chance to correct the other.

Next Meeting is the 2<sup>nd</sup> Tues of May - May 13 @5:45.

Meeting was adjourned.