**Developing Character One Lap at a Time**

Parents meeting 11/09/21

**Statement of purpose:**

**To develop a culture of connectedness within YOTA by “making big feel small;” to unify and improve the YOTA experience and engagement throughout the team.**

As we live into our new season, we are grateful for your leadership help us build UNITY.

Mission Moment:

Celebrate: - Last year’s Budget success

* We finished in the black! Usually we are in the red and this requires other programs to chip in to balance the budget, so Leadership appreciates this outcome for the budget year that ran Oct 2020-Sept 2021

Roster numbers: - 587

* This is higher than last year’s total by about 50 swimmers, and while we don’t know a historical average, membership has been above 600 before at its peak, for reference. This is near the high water mark, and does not include the ~75 YOTA Prep swimmers in addition.

Pre work:

* Site updates – share with Jerry any questions in advanced.
  + We replaced Senior Champs meet with USRY due to timing in relation to the high school season; last year went well at USRY so we will continue the tradition, and this seems to serve us as a whole better, and give senior level swimmers the opportunity to focus on a top level meet rather than risking underperformance due timing in the middle of multiple meets
  + Team suits are currently in shipping, sitting in a boat off CA. Will then head to Arena, then Illinois to All-American, then to Cary from there. In perfect scenario we could have them by Turkey Meet in Goldsboro, but this requires everything to go right. Alternative options are other swimsuits they can sell and screen at a discounted rate.
* Review minutes from last meeting – to approve
  + No comment on previous minutes, therefore approved
* Review PAC committees and functions –
  + Worked on this during the meeting, assigned members and see notes below.

Discussion:

* Staffing updates
  + Still hiring part-time assistants; this is difficult in the current labor market to find people with qualifications
* Facility updates
  + HVF (Hope Valley Farms) development project moving along at appropriate rate, still no pool covers due to worker manufacturing shortage, aim for outdoor Durham facility to be open ASAP for AGS2
  + Taylor Mid-January finish, planning to be at NW Cary until mid-March, so
    - Green group have some options at OPC and Alexander
    - Water temperatures maintained at 82F so fine for swimming for older swimmers
* WBPC
  + We are over 110K - YOTA Goal – 105K; keep raising $$
  + Swim Challenge – top 5 number of laps – will do top 5 who raised $
  + Similar acknowledgement will be made for top 5 Classy pages when that is available later
* PAC Committees
  + Review and edit document
  + Communications / Mentorship / Programming – subcommittees of PAC
    - Expect that each member of PAC is a member of a subcommittee (one of these three)
    - These are different from the WBPC/DEI committees
    - Everyone on the call picked a choice; aim to have different subcommittee from each site, so e.g. Person 1 = Mentorship and Person 2 = Communications, but not both same
    - Subcommittees will self-organize and decide first meeting date; at that first meeting they will nominate a Chair and outline their goals
    - Communications
      * Could be quarterly newsletter directed towards parents
        + Swim Parenting 101 in coordination with Mentorship group
        + What you need to know from YOTA for parents
        + Different message than from monthly Letter from the Director or Site Head communication
  + WBPC / DEI – committees
  + Ownership of the committees – accountability- report back
* Meets
  + Turkey Meet (Goldsboro )
    - Volunteer signup available through SignUp Genius
    - Taylor in charge of hospitality
  + Capital Classic (TAC
    - Beth and Beth in charge of hospitality
* Officials
  + We need more
    - We have more than in the past, but still need more.
    - We have three Administrative Officials (AO) helping computer officials and certifying results for MeetMobile

Remember to share updates with your site

OPC- Volunteer hours given as mini-coaches for older age group swimmers helping with the younger kids, and excellent Saturday morning activity with donated food and fun and a team atmosphere that has been missing during the last year

Through UNITY we can together provide:

**Unique – Nurturing – Inclusive – Transformative – YMCA –** experiences

**YMCA of the Triangle | YOTA swim team | Advisory Council Committees**

Committees serve in an advisory capacity to the YOTA Swim Team. Each

There are three subcommittees they are part of the Parent Advisory Council (PAC). The subcommittees are: **Communications, Mentorship, and Programing.**

There are two committees that operate in partnership with PAC in order to support the overall mission of the YOTA swim team, they are the **Annual We Build People Campaign (WBPC) and Diversity Equity Inclusion (DEI) Committees.**

**Standards of Governance for Sub and Committees**

1. The committee will be led by a chair. The committee chair will be the liaison with the YOTA Sr. Director of Competitive Swimming or Coach Designee.
2. The chair will serve a 2 year term.
3. The YOTA Sr. Director of Competitive Swimming or Coach Designee will serve as the staff liaison for the committee.
4. In addition to the Committee Chair and Director, members will consist of currently PAC members to serve a 2 year term.
5. Chair and Members can be extended by 1 year at the discretion of the Director and mutual agreement.

**Expectations**

1. The committees will meet at least 4 times annually.
2. Committee members will develop Goals, Objectives and timeline for when such goals will be achieve by.
3. Be present for at least 75% of meetings.

**Communications:** Increase engagement for all team members by having an effective communication plan; one that follows policies, is timely, encouraging, and makes good use of technology.

* Increase communication across YOTA thru the use of One Stop POP – newsletter.
* Share news that focuses on the success of the team both in and out of the pool.

**Goals / Objectives**

**Timeline**

**Mentorship:** provide education and support for families and athletes to learn and gain understanding about the YOTA Swim Team.

* Help with on-boarding of new families and become part of your branch. Answer questions and be a resource for all by giving guidance and other relevant advice.
* Set up athletes for success leading peers.
  + Support big / little program.
* Support the recruitment of volunteers and officials.

**Goals / Objectives**

**Timeline**

**Programing:** It will take an intentional look at program elements such as ceremonies, events, and activity offerings and provide feedback and recommendations to advance those efforts.

* Helping create and provide team opportunities for service and volunteerism for athletes and families. Serve where we live.
* Plan and participate in intentional team activities to build cross site relationships. For example the end of year celebration

**Goals / Objectives**

**Timeline**

**DEI Committee:** This committee will look at the program through a lens of Diversity, Equity and Inclusion in order to increase the diversity of program participants. Members should within the program that have the potential to increase. Members are expected to learn about the needs of communities that the YOTA wishes to more broadly serve, evaluate the YOTA program from a racial equity and inclusion standpoint, and offer recommendations on how to make the program more inclusive and accessible for all.

The Chair of this committee must be a member of the PAC.

* To support that the program is a welcoming and inclusive program FOR ALL.
* Develop recruitment strategies to increase under representative ethnic groups to the YOTA Swim Team.

**Goals / Objectives**

**Timeline**

**We Build People Campaign (WBPC):**

The Committee seeks to provide support to the Annual WBP by sharing innovative and creative ways the YOTA Swim Team to meet its Annual Campaign goal. Each training site will have at least one WBPC site leaders – they do not have to be a member of PAC. However, the chair of this committee must be a member of the PAC.

* This committee will focus on year-round engagement with the Annual “We Build People” Campaign, but with extra intentional focus on ways to raise money during the primary fundraising season of early fall.
  + This includes the 48-Hour Challenge, engaging with Crews to make donations at during gathers or using Classy.
  + Working to tell the story of the Annual Campaign in a way that will inspire annual giving.
  + To develop strategies that can implement during critical campaign seasons. T
  + Work to ensure creative ways or recognizing, honoring and celebrating donors through a Y Guides lens.

**Goals / Objectives**

1. Raise at least $105,000 during the 2021 Annual Campaign
2. Achieve individual site goals that are developed for the 2021 Annual Campaign
3. Ensure that 100% of the YOTA PAC gives to the Annual Campaign.
4. Ensure that 75% of the YOTA *receives* a gift from the community.
5. Develop strategies to better engages YOTA (alumni and Masters swimmers) with the Annual Campaign

**Timeline**

***Be present, Be involved, Be heard; and Be out there!***