

EVERGREEN HRUUCANES BOARD OF DIRECTORS MEETING

14 DECEMBER 2009

1. CALL TO ORDER: The meeting was called to order at 12:05 pm by Kathy Lahr and seconded by Jackie Holland. BOD present: Jeff Armstrong, Jackie Holland, Tobia Zehnder, Kathy Lahr, Kurt Kenchel, Bill Coughlin and Lisa O'hearn.
2. APPROVAL OF NOVEMBER MINUTES: Kathy Lahr moved to approve the November minutes and Bill Coughlin seconded it. All in approval.
3. OLD BUSINESS:
 - A. Financial Report: Our financials are based on number of families and we currently have 67 families on the team with 90 swimmers. Expenses this month \$970 for caps. Our total equity to date is \$79,927.62. (Refer to the complete financial reports in the secretary's notebook for more specific information) It was decided to keep track of financial aid monies by adding this as a line item on the financial reports. Currently as far as financial aid goes, it has been \$106 hard cost.
 - B. Christmas Party: The Christmas party was a big success with approximately 80 people RSVP and there was plenty of food. Christmas Bonus's were handed out to the coaches at this party. \$670 was collected from swim team families and an additional \$130 was taken from the team account to bring Jeff's bonus up to \$800. An additional \$150 was taken from the team account for gift cards for all three assistant coaches. (total of \$280 contributed from the team account for Christmas bonuses)
 - C. Financial Aid Committee update: The financial aid committee met 2 weeks ago and discussed a few necessary changes. The deadline for paperwork was moved to August 1st to allow the accountant and the Board to review. (this is for returning swimmers needing financial assistance) Susan Kramer will need to be informed to make this change on the team website. There was discussion regarding college scholarships and in the by laws it states that should funds be available then 2 scholarships could be awarded to families in need. (see by laws for more specific information) The BOD voted to amend the by laws to abolish the scholarship fund. It was decided that we wanted any available funds to be placed toward financial aid for our existing swimmers. Kathy Lahr moved to abolish the scholarship fund and Kurt Kenchel seconded it. All in favor.

The financial committee also reviewed the paperwork involved for families to complete and felt that at this time no changes need to be made. The committee will continue to review and keep the BOD informed of any changes.
 - D. Review Coach Julia's Salary payments: November was Julia's last pay check, she asked for payments to be stopped. Payment stopped, but will commence again when she returns to work.
4. NEW BUSINESS:
 - A. Coach's report:

1. Team size: 90 Swimmers with Category 1 = 28 Category 2 = 26 Category 3 = 27 and Category 4 = 9
 2. Meets:
 - A. CSI Meet: We swam well overall (Brad made sectionals, 11-12 girls broke a meet record)
 - B. Jr's: Lexie swam 4 out of 5 best times
 - C. NJ Distance meet this Sunday (60 swimmers entered)
 - D. MACS meet- deadline this Wednesday
 - E. CUDA meet – added for 10 – under on Sunday January 24.
 3. Holiday Break practices are covered with Paul and Nathan. No practice on Christmas eve/day Check the December calendar because times are correct.
 4. Financial Aid: Both families receiving assistance were met with: Family 1- the recommendation was 3 more months of help and Family – 2 the recommendation was 2 more months of financial assistance. The committee will re-evaluate by the March BOD meeting. Kathy Lahr moved to agree with the Financial Aid committee recommendations and Kurt Kenchel seconded it. All were in favor.
 5. State meet Hotel: Coach Jeff would prefer the team stay together at the same hotel if at all possible. Two options will be provided on the team web site and we will ask Susan Kramer to post both options for families to choose. The first being The Home Stead suites and the second being the La Quinta. Jeff will be staying at the La Quinta but it is up to the family to choose their location.
- B. Coach Jeff's quarterly review synopsis: Kathy Lahr reviewed feedback on Jeff's quarterly review with the Board. Jeff and Kathy had discussed giving the team membership the ability to provide feedback for Coach Jeff's evaluation. There were 8 responses via email and several that came in later. Most responses were positive. Some responses stated that they felt he interacted well with the kids and appreciated his efforts. It was felt he was consistent, fair and logical with the kids. He conveyed improvement and successes well with the swimmers. One comment was "he is why my kids swim" It is evident that he is passionate about swimming. Other responses included "helps build confidence" and his use of the website/blog was commended. Areas to improve included: More encouragement toward High School swim programs, more encouragement toward importance of school work (parent/ vrs. Coach) Better job in recognizing swimmers achievements (not always his style, he does not like to build swimmers up too much as to possibly set them up for later failures or disappointments).It was also brought up that Jeff needs to improve his communication with the younger swimmers and better communication when changing swimming status i.e. moving from category 2 to 3 or 1 to 2. Should anyone feel they would like to read the responses and comments on Jeff's quarterly evaluation, they will be kept in the President's manual. Coach Jeff's Long term goals regarding assistant coaches: Paul will continue 1 day a week and Nathan may take on more. Julia and Jeff plan to meet and discuss her future coaching. Dry land will possibly start in January. A repeat quarterly evaluation will take place in March. Again, the purpose for these quarterly evaluations is for

- the membership to voice their opinions/comments and this can be either the parent or swimmer.
- C. WEBSITE ADVERTISING: Kathy Lahr received an email about someone wanting to advertise on our team website. She brought it up for a brief discussion on whether this would be a way to earn money for the team?? Discussion then led to advertiser/sponsorship options?? 1 big sponsorship from a single organization would be great. It was decided that this could be looked at in the future.
 - D. SUPERBOWL MEET: 2 day meet on February 6th and 7th. Ribbons have been ordered.
 - E. STATE MEET: In Fort Collins on March 5-8
 - F. Fort Collins hotel: Both options to be listed on the website. Jeff will be at La Quinta
 - G. Family asking to suspend membership due to swimmer injury: Family has paid November and December and the swimmer was not able to swim in Nov. or December secondary to injury (returning to swim in January) It was decided to credit the month of November.
 - H. Sean O'hearn will possibly be coming in to measure the pool on either Friday the 5th or 6th of February to get the pool certified.
6. CONFIRM NEXT BORAD MEETING: January 11, 2010 at 12pm at Tuscany Tavern.
 7. ADJOURNMENT: The meeting was adjourned at 1:27 pm