

Evergreen Swim Team Board of Directors Meeting
April 14, 2008

I. Call to order: Meeting was called to order at 5:50 pm. Board members present: Freda Malazdrewicz, Michael Honnick, Elaine Gillette, Caryn Pearson, Susan McDonald, Susan Kramer, Jeff Armstrong. Others present: Kathy Lahr, Ellie Balter, Diane Belz, Tobia Zender.

II. Approval of March minutes: Freda made a motion to approve the March minutes, Susan K seconded. Motion passed unanimously.

III. Financial reports: See financial report handouts in the secretary's book.

- ❖ Currently we have 61 swimmers, soon to be 62. Projection for summer- 41 swimmers (see handout). Expect we will gain some kids because of summer promotional fees and because it is an Olympic year.
- ❖ Social Security: We underpaid social security by \$350 and with penalties and late fees it is estimated we will owe \$1,000.
- ❖ Season Finale Meet: We cleared \$989 profit on this meet.
- ❖ Coach's Bonuses: Per Jeff's contract, he is entitled to receive a \$100 bonus for each swimmer who goes to All Stars, and we had 3 swimmers attend in February. He also gets a membership retention bonus of \$50 for every swimmer over 50 still swimming at the end of short course. We had 42 swimmers registered with CSI in September, and 56 swimmers registered and active in March. Susan K asked for a motion to pay Jeff his bonuses. Susan M made the motion which was seconded by Michael. Motion passed unanimously.

IV. May Meet: Everything is on track. Last Monday in April is the deadline to sign up. No idea of # of swimmers yet. Nancy Latimer is doing a wonderful job with concessions. Diane will get the volunteer jobs out ASAP. We need to remind clerk of course to collect entry fees from any on-deck entries, because this was not done at March Finale.

V. Old Business: Shirts for Officials: The Board agreed that the team can afford to purchase shirts for the officials that come up regularly to help with our meets. The cost will be about \$18-30 depending on style. Deb Gomez will coordinate with style and who will receive shirts. We will probably buy 8-10 shirts.

VI. New Business: Lisa Morrow sent an email to the Board suggesting that the team might want to purchase Championship Production Stroke Clinic DVDs that we could make available to team members.

VII. Substitute coach certification: Kathy Lahr passed her safety training for coaches (STSC), and so as of today she is fully certified. Lisa Morrow has been fully certified since September. Both are able to coach alone on deck without supervision from Jeff or a lifeguard present.

VIII. Next year's board members: Elaine questioned whether Kathy Lahr, as an assistant coach, would have a conflict of interest serving on next year's board. Jeff made a clarification that Kathy (and Lisa too) are not assistant coaches but are substitute coaches. Since the membership votes for the Board, if people think this is an issue they can choose not to vote for her. The substitute coaches are paid a minimal amount, which is credited against their swimmers' meet entry fees.

IX. Pre-team program for 08/09 –Tropical Storms: See proposal handout in secretary's notebook. Freda and Susan K prepared a proposal for a pre-competitive swim group, in response to discussions with Roy Grosbach and Becky Browne, and based on the fact that there is a need in the community for some sort of post-lesson, pre-team program. The Board needs to decide whether to proceed with the program. Jeff would need to recruit an assistant coach to run this program. This person could also assist with the team. Jeff doesn't want to increase pool usage time and will look at putting this program when swim team pool usage is lower, and would not want such a program to adversely impact the team at all. Ages appropriate for will be 6-14 years and they will need to be able to swim independently with supervision; the kids enrolled would have had to pass Level 5 lessons or the equivalent. Everyone needs to read proposal and give feedback to Freda and Susan K. Tabled until next month.

X. End of season party: Decided not to have awards banquet. Jeff wants to host a pizza & bowling party. The date will be Sunday, May 4th, after the swim meet from 2 to 5 pm. The cost for pizza, shoe rental, and unlimited bowling would be \$10pp; if someone wants to come but not bowl we would charge \$5. Should the team pay for the swimmers? Discussion followed. Freda made a motion to pay for the swimmers and staff. Jeff seconded. Motion passed unanimously.

XI. Summer fees: Susan K raised the question of whether we should revise the fees for someone who joins the team in April. The Board felt that the entire pool fee (from Jan-May Fee Structure) should be paid by someone who joins between April and May, because the Jan-May fee is inclusive of pool fees for the summer months. There is a family that wants to swim this summer who owes the team about \$200. Caryn had spoken with them in the fall, but they never got back to her. Susan will get in touch with them again and ask that they check their records to see if they paid (the confusion is due to the lack of proper recording of deposits by the previous treasurer).

XII. Coach's performance evaluation:

Freda, Susan K. and Michael obtained input from various people (team families, board members, substitute coaches) regarding Jeff's performance, and have used this input to fill out the evaluation criteria developed last year and agreed upon with Jeff in the fall. They need another meeting then will review with the board and meet with Jeff to do the performance evaluation next week. A new contract needs to be in place before June 30. The performance evaluation is separate from discussion of salary increase and terms of the contract.

XIII. Marketing: Susan McDonald placed an ad in the Bergen Bugle, and also has targeted the other elementary schools and local newspaper. Fliers went to the Chamber of Commerce which will be included in the realtor's packets for prospective residents.

XIV. Coach's report: See hand outs in secretary's notebook.

- ❖ Attendance: Jeff reported that attendance has decreased at practice this month because many kids are involved in spring sports and several have been sick. We are averaging 6 in Cat 1, 12 and Cat 2, and 15-16 in Cat 3 each night.
- ❖ Next Year's Schedule: Jeff went to a CSI meeting and all the meets are planned through 2009. Our meets next year are: Feb. 7-8 is the Super Bowl meet (not super bowl weekend though), March 15 is Season finale, Sept. 08 maybe a trio or quad invitational meet. It will be a good opportunity for new kids to get times.

XV. Discussion of Board Response to Issues Raised by a Team Family:

The Board needs to respond to a letter of complaint from a team family (appended to the minutes). Susan K prepared a letter of response which addresses most of the issues in their letter, and emailed it to the Board; the response will be finalized this evening. (The letter of response is appended to the minutes – Appendix 2) Jeff needs to respond before the Board to a list of issues with him that the family detailed.

Background information: Jeff met with a family member on March 10th to discuss issues that were brought forth at the State Meet, and they came to an agreement as to how communication would be handled. Jeff requested another meeting April 11th because the agreement was not upheld by the family. Three Board members were in attendance at this meeting, and their summaries of the meeting are in the secretary's notebook.

The family emailed a follow up letter which fully outlines their concerns (also appended to these minutes – Appendix 1). Susan K. went through the allegations against Jeff and asked him to respond to each item.

Jeff wanted to know who exactly has the concerns – the swimmer or one parent or both parents? The parent responded that these concerns are mostly coming from the swimmer. Elaine agreed with the parent that Jeff's socializing with family members might be seen as favoritism. Jeff listed off all the board and team members he has socialized with, and said that if he is not to socialize with swimmer families it could be put in his contract. The rest of the Board felt that such restrictions were not necessary and would be very impractical in such a small community as Evergreen. After Jeff addressed the family's concerns, the family member was given an opportunity to respond. She brought up additional issues not mentioned in the letter, and added that she felt that the Board is not inclusive of all the team parents. The parent was asked if she remembered signing the code of conduct because her family has broken many of the stipulations of the code. She feels that Jeff has chosen the board for next year. The Board reminded her that the membership elects the new Board at the Annual General Meeting in July, and anyone can put their name forth to stand for office. Jeff said he has spoken to people to encourage them to join the board, toward the goal of having a full slate of board members come

August (unlike last year – and most years in the history of the team). The family member said that there is a perception that the team is controlled by a few, and that she knows of other parents who feel the same way. Susan K and Freda responded that if there are other parents who feel the same way, they need to be encouraged to talk to the board about their concerns. How can we know people have issues if they do not bring them forth through the proper channels? Another team parent in attendance spoke up and said that her experience is quite the opposite of what she is hearing. Her family joined the team in September and has felt very welcome. She often sits through practice because she has a swimmer in Cat 1 and Cat 2, and she said she has never noticed an incidence of favoritism.

Michael asked the family member what she hoped to gain from all of these allegations, emails, and meetings. Her response was that she wanted her daughter to be treated fairly and for the Board to be more inclusive. Ultimately it is Jeff's decision whether this family can remain on the team or not. Jeff will take a couple of days to think about it and get back to everyone. Jeff sent an email to the family on April 16, 2008, saying that they could remain on the team but needed to abide by the code of conduct at all times in the future. (The email follows at the end of these minutes – Appendix 3)

XV. Adjournment: 8:45pm

APPENDIX 1: LETTER TO THE BOARD FROM THE ARIZA BALTER FAMILY (sent on 4/13/08). COACH JEFF'S RESPONSES ARE IN BOLD.

Good Evening All,

First I would like to thank you for taking the time to review some of Myriah's concerns since coming back to the Hurricanes.

I call the following list the "LITTLE THINGS".

1. Myriah's 8 and under records were replaced by slower times from another swimmer. We had to ask Coach to correct it. She was the only swimmer that left the team that had this issue. **THE RECORD WAS CORRECTED. THE OVERSIGHT WAS DUE TO POOR RECORD KEEPING ON THE TEAM COMPUTER. IT WAS NOT INTENTIONAL. ANNA MCDONALD'S NAME WAS REPLACED BY MYRIAH'S.**
2. In September, she asked Coach Jeff to stop favoring Lexie. **LEXIE DOES NOT RECEIVE ANY SPECIAL ATTENTION IN PRACTICE. SOMETIMES SHE GETS HER OWN LANE, AND SOMETIMES MYRIAH DOES AS WELL AS OTHER SWIMMERS.**
3. At the ACES High point meet, she was the only swimmer with 7 entries instead of 8. We had to ask Coach to correct it. **THE MISTAKE WAS CORRECTED; THIS WAS ALSO THE CASE FOR A COUPLE OF OTHER SWIMMERS. MYRIAH SWAM 8 EVENTS.**

4. During practice in November, Myriah wanted to practice backstroke as her "choice" stroke and Coach Jeff said " No, Lexie is the backstroker"
THIS MAY HAVE BEEN A COMMENT ABOUT WHICH STROKE SHE WOULD SWIM IN A RELAY IN THE NOV 18 MEET.

5. January was Myriah's highlight by winning the 200 IM at All-stars, against 5 States. Coach did not recognized Myriah's accomplishment on his blog. **ALL THREE GIRLS' ACCOMPLISHMENTS WERE RECOGNIZED IN THE JANUARY NEWSLETTER TO THE TEAM. AS WELL, JEFF BELIEVES HE PUT SOMETHING ON HIS BLOG ABOUT IT, BUT CAN NOT SUBSTANTIATE THIS, SINCE HE REMOVED SOME OF THE OLDER MATERIAL FROM HIS BLOG RECENTLY, TO MAKE MORE ROOM FOR CURRENT ITEMS. THERE IS NO WAY TO RECONSTRUCT WHAT WAS ON THE BLOG ORIGINALLY.**

6. The Super Bowl meet was Myriah's last meet as a 12 and under. She was not entered in any backstroke events. (Lexie swam the 50 and 100 back) For a swimmer with zonetime in back, quit a disappointment. **THE QUESTION WAS ASKED WHAT THE FAMILY HOPED TO ACCOMPLISH BY HAVING MYRIAH SWIM BACK STROKE AT THIS MEET? DID SHE WANT TO TRY AND GET A TEAM RECORD? THE PARENT INDICATED THAT WAS NOT THE MOTIVATION, BUT RATHER, HER DAUGHTER WANTED TO SWIM THESE EVENTS. JEFF RESPONDED THAT HE MAKES THE EVENT CHOICES, NOT THE SWIMMER. HE DOES NOT DETERMINE EVENTS FOR INDIVIDUAL SWIMMERS BASED ON WHAT OTHER SWIMMERS ARE DOING.**

7. Short Course State was Myriah's FIRST meet as a 13 yr old. Coach required Myriah to swim the 200 fly as her LAST event. (Which was the absolute opposite of what Myriah wanted.) This led to Ellie's mistake of trying to scratch Myriah in the 200 free. Myriah was beginning to get hysterical about the 200 fly. She was terrified that she would make a fool of herself, and worse- have to swim it twice. (the 200 fly only had 24 swimmers entered) Ellie wanted to scratch her from the 200 free (last event of Saturday night) to simply give her 2 hours more sleep. **PARENTS ARE NOT TO DISCUSS TEAM ISSUES WITH COACHES FROM OTHER TEAMS. JEFF SHOULD NOT HAVE TO HEAR ABOUT COMPLAINTS IN THAT MANNER. JEFF SELECTED MYRIAH'S EVENTS BASED ON WHAT WAS BEST FOR THE TEAM, IN TERMS OF POINTS.**

8. Myriah was originally entered at TOPS long course meet with times from 3 years ago (how disappointing was that for a 13 year old WITH ZONE TIMES??) I had to ask Coach to change it. **JEFF DID UPDATE HER TIMES. THE TEAM COMPUTER DID NOT HAVE UPDATED LONG COURSE TIMES FOR MYRIAH SINCE SHE HAD LEFT THE TEAM TO SWIM FOR FOOTHILLS. WHILE MYRIAH HAD SENT JEFF HER UPDATED SHORT COURSE TIMES IN SEPTEMBER, SHE HAD NOT DONE SO FOR LONG COURSE.**

For all of us, those are little things but for a young dedicated swimmer it is magnified a 1000 time.

All those "Little things" have brought to light the challenges of running a team with volunteer parents.

I would like to say that the board has done a good job keeping the team going.

But I also watched the board shut out parents whose only mistake is they have children who love to swim. If you do not agree with our comment about controlling everything, imagine our frustration.

Ellie asked to do the coach's Xmas gift. (She did it for years with Anthony) The response from Freda was, "No, Cathy will do it." Cathy Lahr was head of the committee to pick the new coach, is one of the "assistant coaches" and the next VP. **KATHY HAD ALREADY BEGUN TO WORK ON THE GIFT WHEN ELLIE OFFERED TO HELP. ELLIE INDICATED THAT WAS A LIE BECAUSE SHE HAD ASKED KATHY LARH ABOUT IT, AND KATHY HAD TOLD HER THAT SHE HAD NOT STARTED WORKING ON IT. TO AVOID 'HE SAID/SHE SAID', THE ISSUE WAS DROPPED.**

Then Ellie offered to be the Treasurer. (She has a degree in Finance) Guess What? The position went to Freda. (After Deb does one year.) **THE POSITION OF TREASURER IS DECIDED BY A VOTE OF THE MEMBERSHIP AT THE ANNUAL GENERAL MEETING. THE POSITION DOES NOT AUTOMATICALLY GO TO FREDA.**

Ellie offered to run a Swim-A-Thon for the team to raise money, not once but twice. Jeff said it was not necessary as Freda said we had \$12,000 profit. When it became known that Freda made a mistake, Ellie offered to run the swim-a-thon again, to raise money. She was not even given the courtesy of a NO reply by the presidents. **SUSAN K. DID RESPOND TO ELLIE'S REQUEST. IT WAS DECIDED NOT TO PROCEED WITH THE SWIM A THON SINCE EACH FAMILY HAD BEEN ASKED TO DONATE \$175 TO THE TEAM IN LIEU OF FUNDRAISING OBLIGATIONS. AS WELL, THE TEAM WAS FINANCIALLY SOLVENT, THEREFORE, ADDITIONAL MONEY WAS NOT CONSIDERED NECESSARY AT THAT TIME. THE \$12,000 MISTAKE MADE BY FREDA WAS A CALCULATION ERROR, AND DID NOT RESULT IN ANY ACTUAL LOSS TO THE TEAM.**

Ellie and I have never had a desire to tell anyone how to run this team. We just assumed that all parents and coaches were like ourselves - thinking the Hurricanes are about the swimmers.

Oh by the way, talking about spreading negativity with parents. Let's look at our coaches: Coach Jeff did not hesitate to say at our last meeting "The board lied to me about the number of swimmers on the team". Jeff called all of you liars, does that qualify as negativity against the team???

Lisa Morrow was complaining about the fact that Jeff only took out a lease for 5 months on his new apartment. Her comment was, "Why didn't he take out a longer lease, a year at least. I bet he doesn't stay the year." How negative is that???. Lisa also said, "I don't want to be an assistant coach. I have a passion for it, but I don't have the time. I just want to fill in now and then." Is she supposed to be our "Assistant Coach???" Looking at the February board minutes, with Jeff coaching another team this summer, does this sound like a positive attitude to bring on deck???

I have spoken with DA Franklin, Missy's mom. (Missy just happens to be one the fastest young swimmers on the planet.) She told me that under NO circumstances do

the coaches of Stars have ANY personal contact with the swimmers and their families outside of swim team functions. Explain to me why Jeff has breakfasts, lunches, dinners and Super Bowl Parties with the Malazdrewicz family. How would you like it if your child had that thrown at her face by her "teammate" at school?

Last but not least, Coach told me Sue McDonald would be the next President and confirmed it in front of Susan Kramer (to her surprise), Sue, and Elaine Gillette. After reading the Bylaws, here are the articles referring to elections.

Article 3 Section 1

Every parent or guardian of a registered member of the swim team shall be a member of the Corporation. Each family of a registered member of the swimteam shall be entitled to one (1) vote

Article V section 6

Nomination. Nomination for election to the Board of Directors may be made in writing by the members and any such nomination shall be submitted to the then existing Board of Directors three (3) days prior to the annual meeting. Nominations may also be made from the floor at the annual meeting by any member. If no such written or floor nominations have been made, or if an insufficient number of nominations has been presented, then the Board of Directors shall nominate sufficient eligible persons for the number of vacancies to be filled. The Board may require prior consent of any nominee before permitting his or her name to be voted on.

Article V section 7

Election. Election to the Board of Directors shall be secret written ballot. At such election the members or their absentee votes may be cast, in respect to each vacancy, as many votes as they are entitled to exercise under these By-Laws. The persons receiving the largest number of votes shall be elected. Cumulative voting is not permitted

Article V section 2

Terms of Office. The members shall elect directors for a term of one (1) year each, a year defined as September 1 through August 30 of the following year.

"BOD MINUTES from January 08

board of directors: intentions for next year, recruit new: New ones need to come on in August. Freda, Susan and Elaine want to be replaced. Caryn is changing positions for next year. Ideally we want 3 people to leave so half of the board is new. We want 3 people to leave every year. Encourage other parents to be on the board. We only want board members to serve 2 years maximum too. Jeff will recruit parents to be on the board. "

Nowhere does it state that the coach is in charge of nominating the board, let alone handpicking the next President. This is a blatant disregard of the bylaws and the team. I recommend that Coach Jeff no longer hold any position on the board.

Anyway, he is busy enough being the Boys High school swim coach and the summer coach at Hiwan along with his duties at the Hurricanes.

Since Coach expects total dedication from his swimmers and parents let me quote

from his blog of 12/27/07 "Parents please understand the team policy on meets. It is the parent's job to email Coach Jeff every month if you son or daughter will not be attending the meet. PLEASE DON'T EMAIL ME THAT YOUR SWIMMER IS NOT DOING MEETS AT ALL, WE ARE A COMPETATIVE SWIM TEAM". Now looking at the last 2 BOD minutes, Coach Jeff will not be available to run certain practices and possibly not attend the "Friday portion" of swim meets during the summer because of his other job. Do you call that a competitive (proper spelling) swim team??

I have been involved with sports (from elite athlete, to coaching) all my life; I practice weekly with USA Judo Olympians, World and Pan-Am team members. Never have I experienced the kind of blatant favoritism that Myriah has had to suffer through.

We have been part of this community for the last 13 years; I hope that you understand Myriah's love for swimming and her team. Remember, without SWIMMERS there is no team!!!

Best regards,
Max Ariza.

APPENDIX 2: THE BOARD'S LETTER OF RESPONSE, dated 4/15/08

April 15, 2008

Max Ariza and Ellie Balter
23871 Caldwell Court
Evergreen, Colorado 80439

I am writing to respond to your email of April 11, 2008, as well as some of your (Max's) comments expressed in the meeting on April 11.

First let me say how dismayed I am that you feel that communication from the Board to the team is "at the bottom of the barrel". I have personally worked very hard to communicate with the team via frequent team updates and monthly newsletters, as well as to respond to emails from members within a few days at the most. In addition, my husband and I have given countless hours to develop and maintain a team website, which includes numerous communication tools including the Coach's Blog; team calendar; meet information; all team documents; fee information; and much more.

I am also distressed that the meeting (April 11) and your email on April 6 were the first that I (and the Board) heard directly of your issues with the Board and the Coach. In every newsletter, we encourage people to come to the Board meetings, and/or to bring any concerns they have to a Board member so that the Board is aware of them and can answer or work to resolve them.

I cannot respond to your complaint that the Board "micromanages" the team without you being more specific. The current board of directors has spent an enormous amount of

energy unraveling accounting issues, working to recruit new members, managing the transition to a new coach, enhancing the communications network, maintaining and updating the meet equipment and processes, and more. How we can accomplish that as a group of six volunteers without “micromanaging” is beyond me.

As for Ellie’s offers to help with various activities: I believe that when she asked to coordinate the coach’s Christmas gift, Kathy Lahr was already started doing that. I am not certain when she offered to serve as treasurer, but Caryn Pearson had volunteered to take on the treasurer position at the end of August. Freda is not the treasurer, she serves with me as the co-president of the Board. Ellie did send an email on Feb 22 with her ideas about a swim-a-thon, which I replied to and also shared her ideas with the board as I said I would. I do not recall receiving a second communication about this from her.

In developing the fee structure for the 2007/08 season, the Board decided to require a \$175 tax-deductible fundraising donation from each family. As part of this decision, which we explained at the Sept 19 Parent Meeting, we did not intend to conduct any additional fundraising activities during the year other than swim meets. The donation and requirement to work at the meets is a sizeable obligation without adding additional requests for funds.

As for Lisa Morrow’s commitment to the team and reasons for working as an assistant coach, Lisa has made it clear to Jeff and the Board that she does not want to take on the assistant coach position permanently, but is very committed to working with Jeff and covering for him as needed until the team is in the position to hire someone as a permanent assistant coach. She is a qualified swim coach who has completed CSI’s requirements and given generously of her time.

Jeff will be serving as the co-head coach at Hiwan Country Club this summer, and he and the Board have been very forthcoming in letting the team know about this. We have been in discussion with him about how he will cover his responsibilities, and he understands and agrees that his obligations to the Hurricanes are his first priority. The Hiwan job is an important opportunity for Jeff to expand his contacts in the Evergreen community and hopefully to recruit additional swimmers to our team. His job coaching the Conifer High School Boys team is another obligation that carries commitments which may conflict with our team schedule. Jeff has worked to minimize the overlap, and has arranged coverage, so that we do not have to cancel practice. Again, the Board feels that the opportunity to give the community more exposure to Coach Jeff is well worth the trade-off.

As for how and with whom Jeff spends his time when not coaching the team, that is entirely his own business. The Hurricanes does not have the restrictive policy that the Stars may have. Evergreen is a small community, and such a policy would be difficult and unreasonable to expect in this community. Many team families have welcomed Jeff into their homes since he moved here. Yours is the first and only complaint of favoritism that we have heard.

It was part of Jeff's contract negotiations that he be granted a voting position on the board, and this is standard practice for many teams. The makeup of the board is detailed in the bylaws, so this amendment was put forth to the membership for a vote at the September 19 parent meeting. The motion passed, and after a one-week comment period, became effective September 26, 2007. The head coach has a vote on all issues excepting those relating to his terms of employment, which must pass by a 4/6 vote of the remaining members.

Each year the team holds its Annual General Meeting (AGM) in July. At this time, new board members are voted in by the membership in attendance at the meeting. All interested members are invited to submit their names for consideration, for any of the positions on the board. Historically, as is the case with most volunteer organizations, it has been difficult to find people to fill all the positions. Last year, the decision was made as a Board that we should have an "unwritten policy" that Board members serve two-year terms. This was done for two reasons – to help prevent burnout, and to bring new people with new energy and ideas to the Board. This year, we began announcing the upcoming vacancies on the board in January, and encouraging people to think about coming forward – and if they were interested to attend a board meeting so they would have a clear idea of what the obligation entails. Coach Jeff and other Board members have been speaking with people who may be interested in running for Board positions. While Jeff may encourage individuals to run for certain positions, it is the vote of the members present at the AGM which will determine the Board for 2008/09.

I have tried to answer your concerns directly and factually. I hope this will clear up some misunderstandings and hard feelings. The Hurricanes is a strong and vibrant organization, and I truly believe that the Board members and Coach Jeff are working hard to enhance and improve the organization, and to provide excellent and rewarding opportunities for our swimmers. As part of those efforts, the team requires that all our members abide by the Parent Code of Conduct and the Swimmer Code of Conduct.

We are sorry that these misunderstandings and your feelings of favoritism may have drawn attention away from the fabulous swimming that Myriah has done this season. It is unfortunate that she has felt slighted in the various circumstances you noted in your letter. We discussed each of these allegations with Coach Jeff at the board meeting on April 14, and the Board felt he answered each of them satisfactorily.

Considering your behavior, Max, at the meeting on April 11 with Coach Jeff and three Board members (Elaine Gillette, Susan McDonald, and Susan Kramer) we feel that you have violated the Parent Code of Conduct. Given the intensity of your negative feelings toward the Board of Directors and the Head Coach, your disregard for the Parent Code of Conduct, and the continuing emergence of new issues, we do not see how this situation can improve. Coach Jeff and the Board are considering the best resolution for the team, and we will be in contact with you once a decision has been made. This is the final communication you will receive from the Board of Directors until a decision has been reached. As per item five of the Parent Code of Conduct, we request that all negative communication with other parents on the team cease from this point forward and that a

formal apology be given to the people involved in the April 11 meeting and to Lisa Morrow.

Respectfully Submitted on Behalf of the Board of Directors,

Susan Kramer
Co-President
Evergreen Hurricanes Swim Team Board of Directors

APPENDIX 3: COACH JEFF'S EMAIL TO THE ARIZA BALTER FAMILY, dated 4/16/08.

Hello

This week has not been an easy week for anyone involved. I feel there is a place for Myriah on our team. The last thing I want to do is punish a swimmer for the parent's behavior. Who is at fault? Maybe all of us. However, that does not change what has happened over the past month. Right from the start last September I informed Myriah and Ellie that basically this team was directed by my philosophy (very black and white).

I personally enjoy coaching Myriah and feel she is a great swimmer. I think in all of this we as adults forget there have been many great moments over the past 7 months with the team and Myriah. I am willing to over look the last month as long as it doesn't keep popping up. In order to move forward the following needs to take place immediately.

1. Your family feelings need to remain within your family.
2. Any future concerns addressed to me (Coach Jeff) only.
3. No negative comments or outburst made private or public to anyone.
4. Follow the Team Parent Code of Conduct.

I desire to have a positive relationship with my swimmers and their family's. In order to accomplish this we need to have an open respectful communication with one another. I look forward to seeing and coaching Myriah this week. The most important thing is that swimming is a positive experience for Myriah and she has FUN and feels welcomed!!! That's what we all should want. If you have any questions regarding this letter feel free to call me 757-880-9390.

Coach Jeff