

5/19/2025

Fick Room

7:00pm

Present

Rocky Coleman

Chris Lacek

Tom Walsh

Ryan Keller

Bill Shaugnessy

Laura Lindquist

Kristine Stensland

Ashleigh Kramer - Secretary

Absent

Brad Thatcher - Business Advisor

Action: Rocky calls to order. Tom seconds. Minutes from the previous meeting approved via email.

Board Updates - Rocky

- Property status in process
- USAA almost to the end of lightpole issue
- Safe Sport process underway - we've hit the training percentages and working on web uploads this week

Financial Update - Chris

- Overall positive report on YTD budget
- Stay focused and conservative
- Old lessons credits being reviewed for recommendation

Swim Team Update - Tom

- 2025-2026 Registration planning underway
- Meet bidding process moving forward - potential new 12 & Under State meet

Lessons Update - Ashleigh

- Summer registration is going well; staff numbers are great!

Sponsorship Update - Laura

- Planning going well - almost done with revisions on agreements and brochure

RSI Update - Bill

- Bill and Brad replaced casters on lane line reels
- Planning to paint the wall in preparation for sponsorship tiles

Events Update - Ryan

- The banquet went well!
- Parade is on schedule
- Summer BBQ push to August - find alternate location - Soldier's unavailable

Policies & Procedures - Kristine

- Has met with Tom, Amy, and Ashleigh - will meet remaining full time staff soon
- Propel Proposal - Board assessment and staff assessment in preparation for 3 hour facilitated discussion with BOD and full time staff.

Discussion points below:

- \$2600 for package - some members feel this is not the right time for that expense. A donor has made the offer to cover this cost.
- Question raised regarding options for swim specific consultants or in house support - at this time an organizational/business focus is the priority over aquatic specific help. More information needed to understand the value of deliverables though.
- Larger question raised: when is the right time for this type of work? Request for mutual time is a large ask during the summer, particularly mid-late July. No firm decision made on timing.

Action Items:

1. Kristine and Ashleigh will request examples of deliverables to help BOD determine how and when to proceed.
2. Define the problem(s) we would like to address with the propel assessment.

Miscellaneous Business - Survey Results

Overall, the responses were positive! Great coaching and improved leadership being two key themes. 49 responses representing approximately 30% of the team.

Opportunities for Improvement:

Website/Scheduling

Communication/Transparency

Coaching Equity/Athlete Recognition

Team Structure

Meet Worker Model

BOD tasked with immediate attention to the five categories. More clarity requested from Rocky and Kristine via detailed summary. Expected by Wednesday, 5/21.

Rocky, Chris, and Laura will support Tom to address coaching equity/athlete recognition and team structure.

Kristine and Ryan will support Ashleigh to address communication/transparency and the meet worker model. Ashleigh will collaborate with Amber Berry and Drew Engelmeyer to continue website improvements although this is not a long term solution.

Action: Tom makes a motion to adjourn. Rocky seconds. Motion carries.

Next BOD meeting Monday, 6/9/25 @ 6:30pm in the Bob Fick Room