



**Dad's Club Board of Director's Meeting Minutes  
Monday, April 15, 2024, at 6:30 p.m.  
Studio A of Dad's Club Aquatic Center**

I. Declaration of Quorum/ Call to Order at 6:30 p.m. – Justin Chapman

Present: Justin Chapman, Dustin Heitmann, Linda Kutac, Earl Lee, Jeff Manley, Robert McNaughton, Cheryl Nealon, Sarah Snyder, Jussi Thomas, Carli Tyson

Absent: Rey Aguilar, Chris DelGardo, Wojciech Mrugala

II. Voting Items

A. Approval of the March 2024 Dad's Club Board Meeting Minutes – Linda (for Chris DelGardo)

Linda suggested, in Chris's absence, to move the approval of the March 2024 Dad's Club Board Meeting Minutes to the next meeting, in May, to capture amendments as needed.

III. Non-Voting Items

A. Organization Review

1. Treasurer Report / March 2024 Financials – 1Q / Finance Committee – Earl Lee

Earl reviewed the March Financials for the group, referencing what was provided in the packet. Earl went through the Financials calling out several notes cited on the pages to explain certain overages or changes in trends.

Discussion ensued about the electrical costs and whether they should be coded as facility expenses, or a Marathon improvement item, as was communicated to the membership through campaign materials.

2. Report of the Executive Director/ Operations – Linda Kutac

Linda provided updates to the group:

- a. Fonn Villas Summer Programming Proposal – Renewed contract. Registration for swim lessons has opened (two-week swim lesson sessions in June). Several have already signed up. Could potentially earn \$15,000. Instructors have been identified and marketing has begun. Trying to get ahead of competitor Wolfies who has not yet opened, although their website is ready.

- b. Facility Improvements – Projects completed include: drainage installed, stone/ brick half-walls installed, additional sunshades installed, electrical panels upgraded, rocks changed out and more poured. The new walls are being used enthusiastically by swim team members and adult swimmers. The areas surrounding the bleachers and elsewhere are dry due to the improved drainage and installation of rocks.
- c. Well Permit – Phase One completed without any issues. Phase Two entails going in front of the board, then building can begin. The well will remain in the same area as it's already plumbed to two of the pools (existing plumbing is all under the ground and trees). The construction area will have a screen around it during work for safety.
- d. Community Relations – Two Dad's Club moms own a local, monthly magazine for the Memorial Villages, GREET. They are going to feature Dad's Club in the May edition in an in-kind gesture. There will be an article about water safety in addition to a professional advertisement highlighting the swim-lesson offering (before the June session begins). A Dad's Club swimmer, who is a senior, will also be included in the graduation edition.
- e. Workers Comp Renewal – Workers Comp has been renewed for 2024 – 2025 with minimal price variance. The property insurance completed an uneventful site audit as well.
- f. Payroll/HR Cost Review Progress – Cheryl and Linda met with four companies and have narrowed the choice down to two. A decision is still being made; however, it has been confirmed that the use of paychecks will continue. Active offered a 2% decrease in fees if Dad's Club signs a two - three-year contract. Linda will ask the coaches if they want to stay with Active; if a move, is to be made, it will be done by December 31, but a good reason will be needed in order to switch.

### 3. Report of the Head Coach/ Swim Team Update – Rey Aguilar

In Rey's absence, Linda reported that all is going well with Swim Team.

Discussion ensued about the Annual Swim Marathon. Perhaps a shift in structure should be made so that fundraising is more voluntary. A fee at registration may need to be collected to ensure revenue is realized. The mandatory fundraising obligation creates a less than favorable opinion of the Marathon. It is felt that dollars collected may even *increase* if the swimmers are more engaged and enthusiastic about the event. The Fundraising Committee will evaluate and develop a revised approach proposal to present to the board.

## B. Committee Reports/ Goals/ Progress

### 1. Long Range Planning Committee – Dustin Heitmann (Chairman)

- a. Property – Justin started the discussion by explaining that there has been recent interest in the north parcel. The first interested party, a developer, has a number in mind of what can be paid for the lot. A second contact has a strategic plan that includes Dad's Club, the adjacent church, and some property they already own, although no number yet. As the potential buyer determines a price over the next few weeks, Justin will continue to gather more information from both prospects.

- b. Family Pool Inspection – Linda mentioned the ground is moving and affecting the 25Y pool. The skimmer baskets are now offset and at least one is consequently causing a leak. The pool, now slightly concentrated to one side, has been there for ten years. In that time, it has moved  $\frac{3}{4}$ ". It is suggested that the Long Range Planning Committee evaluate this to determine a plan of action.

2. Fundraising Committee – Sarah Snyder (Chairman)

Sarah mentioned that she and Courtney Robertson will be the 2024 Swim Marathon and Fall Fundraiser Co-Chairmen. Communications and fundraising can begin once the Long Range Planning Committee identifies the facility improvement items. Sarah, Courtney and Cheryl Nealon are working to identify a date to hold a "Prospective Member" meeting for those interested in joining the Fundraising Committee (as indicated through club registration). Jussi suggested hosting fundraiser events in private homes to encourage supporters.

Cheryl updated the group that the solicitation email for the Annual Fund, *\$75 for 75 Years*, will be sent tomorrow, Tuesday, April 16, 2024. She mentioned that there are 20% more email addresses than were included last year. Carli suggested including the Tax Identification Number for Dad's Club in all the communications, along with a note about the opportunity for corporate matching.

3. Swim Team Committee – Linda for Victoria Chapman (Chairman)

Linda explained that a meeting had been held to discuss the Swim Team Committee. It was decided that the committee should consist of 11 – 12 parents who will plan very specific events for the entire team and they will occur at the same time. It is felt that this will create greater cohesion, require fewer volunteers, and will be incredibly streamlined with the coaches.

#### IV. Other Business/ Discussion Items

##### A. Special Projects

1. Trophy Case – Jussi Thomas

The glass cases in the hallway adjacent to the locker rooms will be cleaned out, as needed, and restocked with the most recent trophies received. This endeavor is in an effort to make sure the awards and trophies are displayed in a way that best represents Dad's Club and its many years of achievements.

2. Carpool – Earl Lee

Earl presented an image to the group of an aerial view of the facility. Earl suggested ways to improve the efficiency of the carpool line including moving the Dolphin Shop to the back of the property. It is felt that visibility will improve, and parents will more easily be able to see their swimmer waiting for their ride. As it is now, the Dolphin Shop blocks the view of both the parents and the swimmers so the line does not move as quickly as it could. Discussion ensued and it was noted that the Long Range Planning Committee will review this as well in their upcoming meeting.

3. Board Committees – Justin Chapman

At the last meeting, board committees were discussed. As a follow-up, Justin circulated documents that the former Board President, Stephen Tschirhart, created that outlined the various board committees and the members serving on each. It was decided that in the next meeting, there should be discussion action on the current committee roster, appointment of new board members to committees and goals for those committees.

In addition, discussion ensued about the difference between the titles of an Executive Director and a Chief Executive Officer at a nonprofit. Jussi noted that he will look into the Dad's Club Bylaws but feels changing Linda Kutac's title might be beneficial to the organization.

B. President's Remarks and Announcements – Justin Chapman

The next Board of Directors Meeting will be on the third Monday of the month, May 20, 2024.

V. Adjournment at 7:59 p.m. – Justin Chapman