SEA Board Meeting Agenda

August 25th, following the General Assembly Meeting

The meeting was called to order by 7:45pm by Kim Nedder.

Present: Jennie Hedrick-Rozenberg, Lori Eekhoff, Michelle Holland, Crystal Boender, Kim Nedder, Lynn Bishara, Brent Gaulke, Nick Sponsler, Nathan Pollard

Observing: Scott Boender, Camden Holland

OFFICERS REPORTS/BUSINESS

1. **President's Report: none**
2. **Vice President's Report: none**
3. **Secretary's Report: none**
4. **Treasurer's Report:** Crystal is currently using QuickBooks on the Treasurer's computer, and is no longer able to update to the most current version because the computer is outdated. She proposed utilizing the QuickBooks online program for $12.50/month. Michelle motioned to approve this proposal, Brent seconded. Motion called to a vote and passed unanimously.
5. **Coach's Report: none**

COMMITTEE/SPECIAL PROJECTS REPORTS

1. **Hiring Committee**
    a. Coaches' evaluations: Jennie suggested an evaluation similar to the City of Pella's evaluations for their employees. Kim will contact the City of Pella for copies of these evaluations.
    b. Jennie will draw up winter contracts for the coaches. Lori will review.
2. **Apparel Committee**
    a. We will be using a design by ATeam for our apparel this year.
    b. We will be purchasing latex caps and sponsorship t-shirts for all of our swimmers this year. This has been budgeted for appropriately in the budget.
        i. Jennie proposed using red caps for regular season, black caps for state swimmers, and white caps for those that swim at Sectionals and higher level meets. Lynn motioned to approve this proposal, Brent seconded. Motion called to a vote and passed unanimously. The new colors of caps will be ordered once our current supply is depleted.

3. **Fundraising Committee**
    a. Sponsorship Drive
        i. Crystal will contact Doty's about printing our sponsorship letters again this year.
    b. Can Drive: No new updates
4. **Finance Committee**
    a. Lori proposed a credit be given to families who have consistently competed with the club for numerous years. The Incentive Committee has been formed to look into this proposal. Nick will head the committee, with Lori, Lynn, Michelle, and Crystal joining him on the committee.

UNFINISHED BUSINESS

1. **Election of Officers:** General Assembly elects BOD, officers are then voted into place at the board meeting by the BOD.
    a. President: Lori Eekhoff
    b. Vice President: Michelle Holland
    c. Treasurer: Crystal Boender
    d. Secretary: Kim Nedder
    e. Members at Large: Lynn Bishara, Brent Gaulke, Jessica Sisul, Nick Sponsler
2. **Safety Officer:** Lori Eekhoff will serve as our Safety Officer.
3. **Athlete Representative**
    a. Jennie proposed adding another 13+ Athlete Representative to our board. Kim motioned to approve this proposal, Nathan seconded. Motion called to a vote and passed unanimously.
4. **Handbook Update**
    a. MAAPP Policies
        i. USA Swimming has updated the MAAPP Policies and has required all clubs to review and approve the updated policy. The policy has been reviewed. Crystal motioned to approve the new policy, Lori seconded. Motion called to a vote and passed unanimously. The MAAPP Policy will be updated on the club website.

NEW BUSINESS:

1. **Parent Surveys**
    a. An online google form will be sent to families. The board will review input and use it to improve club policies.
2. **Volunteer Policy**
    a. The Incentive Committee will review this policy and tie it into the incentive program.
3. **Recruiting for 21-22 Season**

a. SEA registration announcements will be sent to local communities, including Pella, Pella Christian, home school families, Oskaloosa, Knoxville, Newton, and Pleasantville.

b. Brent suggested contacting Bob Leonard to do a "Let's Talk Pella" spotlight on the swim team.

   i. Current high school students could be interviewed.

4. **Coach's Salary:** Jennie excused herself for this part of the board meeting. Our head coach compensation was reviewed. A line item to the budget was proposed which would pay Jennie an additional $150/week (10 hours at $15/hour) to compensate her for all the time she spends planning outside of the pool. Jennie will keep track of hours she spends on swim team business outside of pool time and turn them in on her time sheet to the treasurer. The board will review these time cards regularly and increase/decrease the compensation amount accordingly. Kim proposed that after one year, we use the collected data and research into other teams to come up with a yearly salary for the Head Coach position. Crystal motioned to approve this proposal, Nick seconded. Motion called to a vote and passed unanimously.

5. **Winter Programming:** Numbers will be updated on the budget, the board will review and vote to accept online.

ANNOUNCEMENTS

1. Next Board Meeting will be held as needed.

Board Meeting adjourned at 8:45pm.

OPEN DISCUSSION