



Dad's Club Board of Director's Meeting Minutes
Monday, 28 August 2023, at 6:30 p.m.
Studio A of Dad's Club Aquatic Center

I. Declaration of Quorum / Call to Order at 6:32 p.m. – Justin Chapman

a. Present:

- | | |
|----------------------|--------------------|
| ● Dustin Heitmann | ● Jeff Manley |
| ● Earl Lee | ● Chris DelGardo |
| ● Jamey Moss | ● Wojciech Mrugala |
| ● Michelle Northcutt | ● Kendra Lee |
| ● Cheryl Nealon | ● Sarah Snyder |
| ● Linda Kutac | ● Donald Cramp |
| ● Justin Chapman | ● Rey Aguilar |

b. Absent:

-

II. Review and approval of minutes for July meeting – Chris DelGardo

a. Motion to approve the minutes

- i. Motion: Jamie Moss
- ii. Second: Wojciech Mrugala
- iii. Vote: Passed Unanimously

III. Treasurer Report / Financials – Earl Lee

- a. Registration is about \$10.5 K higher in July vs last year
- b. Year over year increase of the aquatic program \$523K vs \$369K
- c. Facility rentals largely unchanged
- d. Net profit \$350K 2023 YTD vs \$191K 2022 YTD (\$160K increase), with adjustment from the natatorium design write-off
 - i. In prior months we were trying to ascertain how much of the increase was due to pricing increase vs increase in student volume. Still working to determine this
- e. **Question:** Annual Fund: What did we spend it on to bring it to \$0 – and – why is it shown in the 'project improvement' column instead of the ops budget?
 - i. **Answer:** We did add the funds to the MM account this year. We keep the majority of our money in the MM account. Other than \$150K, this money is not restricted by being in this account, rather it's just there to maximize earnings. We do keep records of the proportion of this account allocated to each source. We will address this line item in the financials for clarity
- f. Linda will send a copy of the final IRS Form 990 (Return of Organization Exempt From Income Tax) after the meeting for board review prior to Justin's signing
 - i. **Motion to authorize Justin to sign the 990 after review and comments by the board members**
 - 1. Motion: Sarah Snyder
 - 2. Second: Chris DelGardo
 - 3. Vote: Passed Unanimously
- g. Our current cards are with Veritex, where we have our loan. Some summer months, we're spending significant \$\$ on travel with no credit card rewards. Linda has sent a note to the finance committee to



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review

IV. Report of the Executive Director – Linda Kutac

a. Alternative Practice Site

- i. We want to maintain the main site at ~500, which is our max, and another 60 (first year) in our satellite at Fonn Villas – opening 1st week of October with our entry level 8–14-year-olds. Right now, we have 22 people on the waitlist
- ii. Policies for Fonn Villas will mirror ours here. We will additionally have two coaches
- iii. We will offer the two training groups (Blue and Silver), plus a stroke & endurance course (twice per week)
- iv. Our employees will be responsible to open and close the facility, and coaches will both remain until the last kid is picked up
- v. We are responsible for cleaning bathrooms, equipment storage, chemical readings before each practice (they maintain chemicals).
- vi. We are only utilizing one of the 3 Fonn Villas pools
- vii. We want to find some parent volunteers to help out (e.g., safety marshals)
- viii. Our biggest concern is drop-off and pickup. We need to enforce the rules because we are adjacent to a residential facility. Parents need to park and walk the swimmers in – no drop-offs allowed. No neighborhood parking is allowed. No music or other noise levels, etc. to upset the neighbors.
- ix. Value drivers: The sixty swimmers at Fonn Villas will not create a profit – this is break-even. The value driver for us is to help get more swimmers into our pipeline to the main campus. The value driver for Fonn Villas is income potential for the HOA.
- x. We have the facility from 4-7, Mon through Fri, 1 October through 30 April. We expect to operate 4:30 to 7. After year three, we can expand to weekends.
- xi. Social gatherings will be held here, not at the satellite location.

b. Facility Updates

- i. Last year, Craig Fox visited about problems with the 50m pool. The pool was built in the 70's, with a gutter instead of the metal grate. When we updated the pool, we wanted a gutter instead of a grate. The removal of the grate removed some of the support for the edge over the gutter. The repairs we made last year have not worked well. This has been repaired. This will likely continue to break again (crumbling, not full breaks) in the future. This is mainly occurring in the existing joints around the pool.
- ii. We also removed the aerators around the north side of the 50m pool and replaced with a water cannon. The aerators solution was problematic because we were getting huge puddles around the pool, and it needed disassembly and reassembly each time we put in chemicals. The cannon can be moved easily as opposed to the aerators. This did not have an impact on the cooling of the pool. The east end aerators are still in place.
- iii. We got the electrical panel fixed this month.

c. Programming Updates

- i. Swim lessons are at 425, last year we were at 385



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- ii. Membership is at 435, and we usually run just below 400 in the winter, and just above 400 in the summer
- iii. Swim team is at 488 – 47 more than this time last year
- iv. We hired three new lifeguards
- v. We are planning to hire two new teachers – have many applicants
- vi. We will hire a parking attendant
- vii. We hired one new coach
- viii. We signed our fall contracts for this year, and have two additional rental groups
- ix. These new hires are offset by three lifeguards lost last year. The swim coaches are offset by the site we're opening

V. Report of the Head Coach – Rey Aguilar

- a. USA Swimming Registration
 - i. This year teams had options for the club to register returning swimmers – makes it easier than having the families register on their own
 - ii. We have 488 swimmers as of today, last year we had 441. This is our largest August
- b. Registration Goals and Numbers
- c. Alternative Site Plan

VI. Committee Reports / Goals / Progress

- a. Long Range Planning and Facilities Committee – Dustin Heitmann (Chair)
 - i. We met just prior to this meeting
 - ii. We will meet again in one week to discuss goals and objectives for 2024
 - iii. Well: Linda looked into the cost of the new well - \$130K. We'll get another bid, but we don't expect it to be less than \$100K. We'll do a long-term break-even analysis versus using City of Spring Valley utility water and discuss during the next meeting.
 - 1. **Question:** Is there a long-term risk to losing this well and permit?
 - a. **Answer:** Water rationing during drought may be an issue – but we'll investigate this answer with our well experts as part of the analysis
- b. Fundraising Committee – Sarah Snyder (Chair)
 - i. Marathon
 - 1. Courtney Robertson is the new Marathon Chair for this year
 - 2. Dates have been set by Rey for both Swim Team and Masters
 - 3. Rey is helping to develop theme and tshirt design (relating to the 75th anniversary)
 - 4. Sponsorships are available (\$5K, \$2K, etc)
 - 5. Board members: please consider local businesses who may wish to become sponsors and send info to Sarah
 - 6. Budget expectations for Marathon: \$140K income
 - 7. Marathon funds support improvements around the property, not repairs
 - 8. LRRP suggests the following improvements:
 - a. New set of sun shades at the south end of the family pool (\$20K)



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- b. Supplement with new trees (tree plan and irrigation plan needed) (\$5K)
- c. Replace lights with LED.
- d. Power and lights at gazebo.
- e. Power and lights at flagpole.
- f. Power and lights in basement.

9. Motion to approve the fundraising items submitted by the Long-Range Planning Committee

- a. Motion: Sarah Snyder
- b. Second: Justin Chapman
- c. Vote: Passed Unanimously

c. Annual Fund Update (Sarah)

- i. Annual fund will start in February. We'll focus on this when we finish marathon

d. Swim Team Committee – (Justin)

- i. Volunteers
 - 1. We expect to have a good group of volunteers from each swim group to plan activities within each group – to develop a better connection to the club
 - 2. We'll need volunteers to help with Marathon – we'll reach out to the training group leaders
 - 3. 88 families last year did not do their volunteer hours. This was an \$88K 'fine' income.
- ii. Open House
 - 1. We had the open house last week (Friday night).
 - 2. Plenty of volunteers
 - 3. Not many attendees – fewer than 100 people. Last year we had ~250
 - 4. Lower turnout suggests we should do it during the morning on weekend instead of Friday night.
 - 5. Negative to low turnout is that now we have a harder task to distribute gear to swimmers one-at-a-time rather than en masse.

VII. Projects: Brief Updates (Cheryl)

- a. Data Analysis – we are studying the club data set to determine trends across four key areas. We are finding some data integrity issues, but are proceeding forward with this
 - i. Registrations and retention
 - 1. Total that have not re-registered for the upcoming season
 - 2. Retention rate year to year / past five years
 - 3. What groups have best retention rates?
 - ii. Service / Volunteer Hours
 - 1. Average number of families with now volunteer service, incomplete service, complete service. What is the average volunteer service among families?
 - 2. Does the volunteer service hour completion increase with the number of siblings on the team?
 - 3. Is the number of families completing all volunteer hours improving year over year?
 - 4. Percentage who pay in advance? Are they mostly new families?



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- iii. Marathon
 - 1. Number and percentage of families that must be billed for marathon each year / past two years?
 - 2. Percentage who pay in advance? Are they mostly new families?
- iv. Marketing
 - 1. Number of families living within 5 miles of Fonn Villas. What groups do they represent? Total number of swimmers?
 - 2. Need a new map of where our swimmers live (with zip codes that we can lookup)
- b. Board Elections 2023 – Justin Chapman
 - i. We have a board election plan with objectives, dates, and nominating committee
 - 1. 9 October, ask for nominations
 - 2. 20 October, deadline for nominations
 - 3. 27 October, review by nominating committee
 - 4. 30 October, notification to nominees
 - 5. 2 November, voting occurs
 - 6. 3 November, results notification
 - ii. We need to maintain the proper (2:1) ratio of swim team to facility members – and this may necessitate removal of swim team members if not enough facility members are on the board
 - iii. Question: Does it matter if nominees are on the nominating committee
Answer: This board unanimously feels that with the current representation of the board this is not an issue, but it could be in a different mix of board members in the future
 - iv. Question: Should we entertain the idea of increasing board size?
Answer:
 - v. **Motion to approve the board election plan as presented, with flexibility to adjust dates as needed**
 - 1. Motion: Chris DelGardo
 - 2. Second: Justin Chapman
 - 3. Vote: Passed Unanimously

VIII. Other Business/ Discussion Items

- a. We are skipping the September meeting
- b. Next meeting is 16 October at 6:30 pm

IX. Adjournment at 7:37 p.m. – Justin