

BWSRC Board Meeting Minutes

9/21/21 @ 7 PM

Location- The Fieldhouse

1. Roll Call: Meeting called to order at 7:01 pm

Board Members Present: Allison Borchers, Becky Bolsinger, Brody Suddendorf, Billie Platner, Colleen Luckey, Sarah Hora, Mark Ohler, Chriss Carsello, Mark Mikkola, Jessie Sandvick, Tom Neff, Andrea Schoenbeck

Board Members Absent: Dan Stander, Eric Shepley

Managers Present: Jen Dechant, Quinn Felber, Presley Klima

2. Minutes (provided via email)

3. Board Member UPDATES

General Manager:

- Results from staff surveys and exit interviews with managers were shared with the board and will be taken into consideration when making decisions about the 2022 season.

Secretary

- Request made for Board members to check to ensure that the description of their duties and responsibilities that are linked on the BWSRC website are accurate. Any changes or additions to be made should be emailed to Allison
- Reminder for all board members to submit an annual report for their position for the annual meeting on November 16.

Treasurer:

Bank Iowa - \$138.21

Community Savings Bank:

Checking - \$46,948.52

Savings - \$51,206.92

Loan - \$35,044.57 - Due 10/24

- Discussed options for internet service now that Mediacom no longer offers a seasonal contract. It was concluded that the most cost effective option would be to let our current contract with Mediacom expire in October and either renew that contract for next season or switch to Imon, whichever offers the most reliable and cost effective option. Brady volunteered to get cost estimates from Imon.

Webmaster

- Currently there are 133 non-member contacts within the 486 contacts within the Wild Apricot data base. The maximum number allowed for BWSRC plan is 500 and went over 500 once this summer. Normally I allow 2 years for a non contact member to stay in the database but this year I could not because of the high number of new non member contacts. This was mostly driven by lessons and rentals. I will be archiving many of the 133 non-member contacts who signed up for lessons, rentals, teams, etc. to allow for next season. The non-members can sign in and it will pull their contact information out of the archive and be counted as a contact again.
- The next option for database capacity would double our web service costs. This is something that needs to be considered when discussing the idea of increasing the amount of memberships at the annual meeting.

Pool and Grounds:

- Pool closing by Splash has begun. They will not be putting the cover on since it has had some damage the last two winters. Since it is not configured to cover the zero entry, it doesn't really provide much to keep things out. The labor it costs will be better spent on doing an acid wash in the spring when it's time to open up again.
- Need to have a plan for the slides for next season. Either staffing according to code (with a staff member at each opening and one at the bottom) or remove and replace them with something that can be easier to staff per code.

Membership

- There are 96 families on the inbound waiting list and 108 families on the outbound list.

4. New Business

1. Request for update on plans for replacing roof and siding as well as a plan for repairing the sink and replacing the cabinets in the concessions area that was damaged by the leaking sink. Suggestion made to perhaps send out an email to members to see if there would be any volunteers to help with the sink and cabinets. Both of these requests were emailed directly to Eric (Pool and Grounds) who was not in attendance.
2. Additional date for removal of chairs from bathrooms to office and shed so cabana can be properly winterized. This was also forwarded to Eric as he will need to be in attendance for this because he is the one who knows exactly what areas need to be moved for proper winterization to occur.
3. Request for updates to the employee handbook for managers and guards to include processes for back-washing pool, closing/opening tasks, ordering/checking chemicals, etc. Allison will make the requested changes to the list of opening/closing tasks and a request for the process of backwashing the pool, testing and ordering chemicals and operation of the vacuum was sent to Eric.
4. Date for annual meeting was set for November, as Treasurers need time to compile financials.
5. Suggestions for restructuring some of the Board positions were presented. Board members will be sent a survey to vote on these proposed changes by Friday, September 24th. This way members can be given accurate information regarding the roles and responsibilities of the board positions that are open for election at the annual meeting.
6. Request for research into operating cost and wages- are our current dues and party rental rates enough to cover this? Other pools in the area increased wages... will that impact our hiring for next year? Brody volunteered to do this and will include this information as part of the annual report from Treasurers.
7. Motion from Chriss to create a sub-committee to draft language for changes to bylaws to be voted upon at annual meeting. Seconded by Mark O. The subcommittee members are Chriss, Allison, Becky, Andrea and Mark O. This subcommittee will work via email to draft language for the following proposed changes to pool rules and present this to the board during the Board meeting scheduled to occur directly before the annual meeting in November.
 - member code of conduct that includes a zero tolerance policy for inappropriate behavior or language towards other members or staff
 - Coolers at edge of pool
 - Mermaid tails and flippers (option to forbid them and an option to allow them with restrictions)
 - Add no vaping to pool rules
 - Adding language to board duties to include that active involvement beyond specified duties is expected with possible accountability piece for those who do not meet their obligations?
8. General discussion about staff wages. Some suggestions were given for ways to incentivize staff for working parties and lessons without paying time + ½ which was done this year. Also discussion as to whether managers are needed at swim lessons now that there is an established curriculum for teaching swim lessons and head guards there to supervise the lessons.
9. General discussion about how overtime and parties were being divided amongst staff as there were some discrepancies between staff who were getting a lot of these opportunities to make extra money and those who

weren't. Staff signed up for parties using GroupMe, which was the method that was established during staff orientation. General discussion as to whether this was a "fair" system, as some staff may not be close to their phones as frequently as others.

10. Question from Presley as to whether or not staff would know before next season who was going to be coming back for 2022. Jessie replied that essentially at the end of every season every employee is "fired", which means that everyone has to reapply for the next season and the previous season's employment or position was not guaranteed for anyone for the next season.

5. Next board meeting:

- Tuesday, November 16 @ 6pm. Annual meeting to begin directly after at 7 pm. Location: TBD.

6. Meeting adjourned at 8:14 pm