

Stuttgart Piranhas Board Meeting Minutes

14 Nov 2023

Call to order: 20:15 Regular meeting held via Google Meet.

Attendees:

- Erich Pfeiffer (President)
- Brian Love (Vice President)
- Holly Povar (Treasurer)
- Lori Granger (Secretary)
- Teresa Pfeiffer (Registrar)
- Mandi Love (Meet Director)
- Katie Andrious (Equipment Manager)
- Willie Chao (Statistician)
- Dawn Coleman (Parent Liaison)
- Heidi Barker (Head Coach)
- Colleen Vincent (Volunteer Coordinator)
- Elizabeth Koch (High School Liaison)
- Nan Lawless (Concessions)
- Barbara Taylor (Publicity)

Quorum present for voting purposes.

October minutes approved via chat

Still need board roster updates from the Heinrich's and Jennifer Cagle and still need Youth Protection Training from several folks.

Head Coach:

- Lessons learned from the time trial and totally on board to do the time trials in the future.
- # swimming going to LDC: between 33 and 36
- SDC time trials came up. We only do them for LDC because the LDC season is so short with few opportunities to get to meets. We've got several more months for our swimmers to get times for SDC events. We will have a last chance meet already, and it's less than a week before Divisionals. Ramstein also has an event the day before ours for anyone who needs to pick up times.
- Heidi asked what the expectation was for swim practice during the holiday break and for Spring.
- Trying to get a handle on what coaches will be available, when.
- Coach Becca will be leaving after the season to focus on family needs prior to their next move.
- As of now,, Coach Joe, Marguerite, Greg are available; Tommy is not available.
- Erich provided the following holiday guidance: We typically poll the coaches to see who's available. A lot of families travel and there are pool closures because of German

holidays. Sindelfingen will not be available during the break, so we use Maichingen alone. A google sign-up sheet has been used in the past to gauge swimmer/family interest.

- Spring swim is a whole separate financial commitment for families. We can work through that data off-line, and get it back to the board for planning.
- Coach Heidi asked for support from the board when there are complaints she's hearing, please send constructive criticism her way so she can have the conversation. She would like to handle those things professionally rather than folks having conversations that are never dealt with appropriately.
- Erich committed to letting her know if we hear anything like that and asked the rest of the board to help with that as well by pushing people to Dawn to help get those things addressed. Erich is also willing to address those kinds of comments.
- Coach Heidi has also addressed with coaches if something is happening with a swimmer that the other coaches make Heidi aware so we're not all blind-sided by it.
- Dawn stated that if there are incidents that need to be handled as formal complaints, it's important that we know so we can follow the appropriate process in addressing them.
- Lastly, Coach Heidi thanked everyone for all the amazing support. Everyone's been super helpful, so it's been a really amazing and positive experience and lots of learning opportunities. So thank you. Mandi said "congrats to Heidi! We're taking more than twice as many kids to LDC. And I think that's an awesome reflection of how well things are going."

Comments the head coach needs to hear before she gets to bed:

Meet Director

- For LDC, we need to have one or two designated team parents because the space where the coaches are on deck and the kids are in the seats and practice pools is separated.
- Coaches at LDC will be Heidi and Joe, plus Maegan who's been helping out with dryland and at Maichingen. Additional help to keep on top of where kids are would be a big help.

Treasurer Report

- Status of funds
 - Current Balance
 - Main account \$23,000 and €104,000
 - High School account \$604 and €1,000
- Major expenses in the past month
 - Coaches, Maichingen bill, insurance
- Expected major expenses coming up
 - Pools (Sindelfingen runs about three months behind, so that bill will probably come in December).
 - Splash fees. We'll work on a grant for those but we still have to pay them up front.
 - Coaches payment

- Any reimbursement for coaches that are traveling.
- Make sure Heidi reminds her coaches to submit their receipts for reimbursement.
- Outstanding invoices:
 - Buttons
 - Lifeguard training
 - Bill for the Pleiningen pool hasn't been received yet
- Upcoming payment:
 - Pools (Sindelfingen runs about three months behind, so that bill will probably come in December).
 - Splash fees. We'll work on a grant for those but we still have to pay them
 - Coaches payment
 - Any reimbursement for coaches that are traveling.
 - Make sure Heidi reminds her coaches to submit their receipts for reimbursement.
 - Still trying to get the invoice for lifeguard training

The treasurer is reviewing the accounts to see who's paid for various things that are coming up.

Statistician:

- All entries for LDC and Friday night races are complete. Email has been sent to attendees for review with our final entries due tomorrow, Wednesday. Once sent, our team is responsible for splash fees.
- Pentathlon prep - Need to finalize the meet announcement soon so we can also build a meet shell for the laptop. We would like to do mixed gender seeding so it would be 10 events versus 20 events. That allows the fastest girls and boys to compete against each other and it just seems to run more smoothly. So if there's no strong objections, we'll go ahead and do that. We'll do a 5-10 minute break between strokes, and between the third and fourth stroke there's a 20 minute lunch break.
- Mixed gender seeding seems to be working really well, allowing everyone to get the competition they need and all lanes were closely timed.
- Willie also proposed we do a candy cane race, so all the minis and the younger siblings will get to swim with either older swimmers or use any floating devices and swim from one end of the 25 meter pool to the other end. The reward for reaching the other end would be a candy cane.
- Need to make sure this gets into the meet announcement and gets advertised to visiting teams.
- There do still seem to be a few swimmers who are apprehensive about the mixed-gender seeding. Maybe that's a good question for Heidi and her coaching staff to see what their thoughts are.
- Is it all about who wins the ducks? The/EFSL? research shows that duck-distribution between girls and boys is actually pretty even.

- There can be differences in a combined heat where we run two events at the same time, or when a swimmer has no competition and ends up swimming against kids who are at a very different pace.

President:

- Erich thanked everyone for coming together to do the long-distance time trials on short notice.

Equipment:

- Board member shirts and last few coaches shirts are coming; the supplier is a little slow when the owner is away.
- We put up the new backstroke flags at Maichingen with an extra set in the basement, labeled in a box and easy to find.
- Sorting everything else out to get distributed, to include High School gear.
- A question was asked about the new caps. They look and feel different, and we hope they will perform better.
- We did order 40 long-hair caps, more champs caps, more regular caps, and all the custom ordered caps.
- Everyone, please check your invoices to be sure you have everything and that it is correct.
- Will hand off Senior caps to Elizabeth to distribute when appropriate

Registrar:

- No comments

Community Liaison:

- Sent another email to Julia at Sindelfingen concerning allowing parents into the lobby during the cold morning practices, with no progress; we're going to have to escalate it to the next level.
- The next step is one of two things. 1. request a meeting with her outside in the freezing cold, or 2. go to the mayor of Sindelfingen
- Mandi asked if Jeff has a meeting with the Bad Meister for Stuttgart about other pool availability; she would like to inquire about the availability of the Bad Cannstatt pool for LDC next year, as our previously scheduled pool has fallen through.
- Worked with the Bad Meister on the Pleiningen availability and sent him the billing address, but he's never answered back on any questions about other pool availability
- Mandi asked if Jeff had a meeting set up with the Bad Meister and if she could piggy-back on that meeting to ask about the LDC possibility.
- Jeff sent the history of the league and some words about our team to express how long we've been around and will be around for a long time. He's trying to establish our longevity and our seriousness about this. He keeps trying to put it in the terms of a German Sport Club, so that they have something that they can more easily understand. I did send them the ESFL information.

Volunteer Coordinator:

- We've had 552 hours recorded; ~23% of our estimated volunteer hours.
- Will add a kid herder for LDC volunteer positions to help with getting the kids from the warm up pool, down the hall to marshaling.

Parent Liaison

- Would like to do locker decorations and/or goodie bags for the elementary and middle school swimmers like the high school liaison is doing for the older swimmers.
- LDC dinner
 - We're paying for coach's dinner, so we'll need to refund Coach Heidi, as she's already paid.
- Complaint Department: No formal or informal complaints have come in. Again, I think we've already addressed the rumor mill.
 - Please be mindful of what we put out there via social media or comments; we work so hard together as a team on the board to get things done and make the same happen. And we are all volunteers just trying to be here for our kids. So when, it can give us a bad rap. Reach out directly to someone to get answers moving forward rather than letting it flow through the rumor mill.
 - If we don't document complaints, we don't have what we need to move forward with action plans when necessary.
- Newsletter discussion: the Parent Liaison asked that we pass on the newsletter to a more appropriate position, perhaps the Webmaster or Publicity.
 - The decision was made to move that responsibility over to the Publicity team.
- The board decided to target the weekend between Divisionals and Champs as a good option for a pool party and pizzas with hang out music. Maybe our captains could coordinate some fun relays, or a few games for all the kids to play.
 - That also keeps kids engaged who don't get to go to Champs.
 - The pool is relatively inexpensive to rent and we could also rent the inflatable thing.
 - We could add the disco ball and neon lights or something.
 - Erich will check the schedule at the pool to see if that date is available.
- We also need to work on our parade plans to include a banner, costumes and a theme; maybe dress up and do a Fasching parade where the kids could get cheap masks and stuff.

Dawn for Social Liaison:

- She was hoping to wiggle something into December, but with so much going on, a January pre-Divisionals event seems more likely.
- The board discussed the following social options: a movie, skiing, trampoline park, rock climbing, go-karts, or a pool party. Some of the options were deemed high risk given the event's proximity to our SDC event, but could be done post-season. A movie limits the kids' opportunity to run around, dance, and just be kids.

Concessions:

- Nan has removed chili from the menu; we've had trouble maintaining consistency as no one followed the recipe and instead did their own thing.
- Nan added walking tacos; two volunteers have stepped up to prep the ingredients.
- Rice and Mac and Cheese will remain on the menu
- We are planning for the expected smaller swimmer attendance than the September meet due to the Wiesbaden meet that same weekend.

Publicity:

- As the Publicity Team is taking the newsletter responsibility, please give them a shout if you have any ideas for the newsletter and what we need to put in there or what we can maybe do going forward.
 - Barb suggested getting the high school kids more involved, getting them writing their own articles and whatnot.
 - Articles from the coach
 - Would love to have Swimmer of the Month photos
 - A champs Qualifier photo
 - Awaiting feedback to see if parents want the newsletter or not

Fundraising Coordinator:

- Not present

High School Liaison:

- The buttons are in;
- Tentative December social at the go-kart track
 - A suggestion was made to put the governors on the karts, as they go very fast
- Friendsgiving potluck at the next high school lunch meeting
- White elephant gift exchange the following meeting
- Senior recognition meet is in January; will get a write up from parents covering
- The High School banquet will be either Feb 29 or Mar 7, depending on Heidi and Joe's availability.
- Reach out to the seniors parents; we typically have the Head Coach read a little blurb about the seniors' time with the Piranhas, other teams they've swum for, significant swim accomplishments or if they've visited every team in the league, and plans for the future.
 - A suggestion was made that we have the coach do the speaking and only spend a couple of minutes on each swimmer as it is done during the middle of the meet, and at least one family took around 10 minutes last year.
 - Last year, we also did candy leis
- Erich asked Elizabeth for an introduction to the High School Athletic Director
- Willie asked what happened to the Senior photo posters from last year; he would like to get Katrina's poster. No one is sure where it ended up, but Kim Hickey might know.

Other Business:

- Barb asked a question about Sindelfingen's closure for renovations

- Based on conversations with Julia, we believe they're splitting it up into phases and doing it during the summer closures. They refurbished the locker rooms this summer.
- Either way, we believe we're good through this season
- Newspaper comments seem to indicate an extensive teardown, but Julia's comments made it sound like something that can be done during a summer shutdown.

Meeting adjourned at 21:40