

## **May 21, 2009 Aspen Swim Club Board Meeting**

### **Attendees:**

Elaine  
Ruth  
Mary  
Deb  
David  
Gordon  
Brooks

### **Financial Report:**

Ruth reported that our cash is slightly ahead of this same period last year.

### **Web Page Update:**

Stewart needs "Coaches Corner" updates to send Archie each week.

Coaches data must be updated to reflect Stewart's name and contact information instead of Marc's.

Team and pool records should be updated through this previous short course season.

Elaine will update and simplify the online registration form to limit the confusion on fees (refer to USA Swimming fee issue)

### **Coach Incentives:**

We will conduct a coach review at the end of each season (long course and short course).

As a part of the review, we will administer a seasonal bonus tied to incentives. The bonus discussion centers around the following datapoints:

#### **Stewart-**

The percentage of bonus paid will be determined by the following criteria.

- 1) number of swimmers attending meets  
25% of the bonus based on the Board agreement that 20 swimmers had to be averaged at the Montrose, Sopris and Aspen meets.
- 2) number of swimmers going to State Championships  
25% of the bonus distributed as follows- We have 5 current state qualifiers. For one additional a 5% bonus, for two additional a 15% bonus and for three or more the full 25% bonus.
- 3) discretionary- existing state swimmers qualifying for additional state events, number of swimmers qualifying and attending WSL Championship, swimmers individual goals being determined and assessed at the end of the season.  
50% of the bonus. To incorporate item #4 starting in the fall.
- 4) number of swimmers on team (retention and recruiting).  
This item to begin in the fall of '09 short course season, not in the summer of '09 long course season.  
In addition to the bonus pool, we will add a flat fee per swimmer that qualifies for Sectionals or higher.

#### Jenny-

A bonus pool will be administered based on the number of swimmers she places in Stewart's group and on swimmer retention.

**Need: We need to address metrics for retention / promotion.  
The Board needs to create a subcommittee to discuss and review a standard.**

#### **Exit Interview Summary**

Marc's comments were distributed to the board and we discussed them.

**David** can forward the code of conduct items to **Stewart**. If he chooses to create a code of conduct, it is at his discretion at

this time.

### **Fundraising:**

The swim-a-thon will be held the day after our home meet on June 22.

[Gordon](#) will ask [Barb Yocum](#), or [Renee Sandbach](#) or [Lisa Patterson](#) if they can coordinate prizes.

[Deb](#) will have items left from the meet and additional food for the event from chef Jeff.

[Brooks](#) will take a team photo after the swim-a-thon.

On another fundraising note, [Nell Arthur](#) will be coordinating our volunteers for the High Country Triathlon.

### **Summer:**

The summer meet schedule has been finalized and is posted on our web page. [Archie](#) needs to update the front page adding the WSL Championship.

Thursday, June 4 is the first day of the summer practice schedule.

Swimmer goal recognition should take place at the end of the season. [Stewart](#) to decide upon awards/trophies/mementos and the board will pay for them.

### **Meet:**

[Deb](#) is running hospitality, we would like to see if we can get an additional official to release her from any officiating duties.

[Gordon](#) has finalized arrangements for discount hotel rooms at The Wildwood in Snowmass Village (\$109). He has also arranged for the pool, camping and awards.

We need to speak with [Inna](#) one additional time before the meet to give her our projected numbers and hours. A dinner will be required for coaches on Saturday evening.

Water bottles are being ordered.

[Mary](#) will send out a group email assigning jobs for the meet to parents.

We agreed to use the city sign - Gordon will arrange

A \$50 fee for the use of the Youth Center will be charged to the team as well as a deposit of \$100 for the Youth Center key. [Brooks](#) will also take another team photo during the meet.

**Coaches:**

[Jenny](#) commented that new kids are being fatigued during their team tryouts. We expressed that she has the freedom to determine how long and intense these sessions should be for the swimmers.

**Next Meeting:**

Tuesday, June 9 6:30pm Cantina