

November 4, 2025 DDST Board Meeting Agenda

***** Keep Discussion of each item to time limit or Table for further Discussion*****

1. Opening Items - 5mins

- A. Call to order
- B. Attendance
- C. Approval of Minutes

Carolyn motioned the purchase of needed ribbons from Hasty at the quoted amount of \$640.50 and considered using 4 Seasons for plaques and trophies once SC Season registration concludes. Sara seconded. Motion passed.

2. HC Report -

3. President/VP Report -

The date for Swim-a-Thon will likely be December 15 or January 19, pending approval from the WRCC. Michelle and I are still working toward good standing from last year's swim-a-thon. That being said, we may be reimbursing the boys HS team, as their funds were to go toward the new scoreboard and we received donations for this purpose but then were sponsored the system.

The date for the SC Banquet is currently set for March 30 at Phat Fish.

Swim caps for all pre-minnow and minnow first time swimmers? I suggested to Gab'e that we have any swimmers that do not have the green competition caps receive one at the swimmer meeting on the first night of short course.

4. Financials -

5. Agenda -

A. Old Business

1. **Parent Meeting** - Recap and reactions to last night's meeting
2. **Coaching Hires**
 - a. Still looking for another coach and junior coach
 - b. I've contacted Chris Bulgan (former DDST) who plans to fill out an application and Destiny Bolton is also interested.
3. **Live stream camera purchase options** - Any updates?
4. **Employee Files** - We have not done any additional work on this, as the short course start up has taken a lot of time and leg work. We will continue to work toward this, but I have reached out to Gab'e to verbalize that we are NOT under a contract; we have an employment agreement, hence either party can terminate at any time. We will move

forward using the word “agreements” in place of “contracts” to minimize formal legalese repercussions.

5. **Address Recording of Minutes** - Any thoughts on another computer to purchase for our secretary? It may be easier for her to post minutes where they need posting with her own access?
6. **Safety/Meet Marshall** - Sent off the email to the board regarding this on Tuesday, Oct 28... please complete the online course
7. **Facebook page/Marketing** - Just going to keep putting this here until we figure out who will be responsible for it... thank you Nicolette and Michelle for covering thus far. Parent DIBs job?
8. **Team Store/Logo Discussion** - Sara update? We have coaches shirts ordered. The board will be given a shirt that matches our team shirts when that order gets placed. I have not pursued the updated logo discussion... other things have been given priority but this will happen eventually!
9. **Purchase a Laser printer for the crows nest** - Update? Did we talk with Amy?
10. **Photographer and Shirts**
 - a. Photos: Waiting for a date from Nikki Ericson
 - b. Shirts: Sara is in talks with Al... once we've reached a plan with him, I would like to talk about a coupon or something so the pre-minnows/minnows can purchase shirts at the lowest possible cost to them.
11. **Sponsor Letter and Updated Sponsor List** - I have done nothing on this yet, either. Sorry!
12. **Bank Account Access**- Scott and I will meet with the bank in November and get this done
13. **Guy Fridely**-I have an email sent to him and haven't heard a word back.

B. New Business/Standing Business ** 5-10 minutes for each item or table to next meeting**

1. **Met with Gab'e** -
 - a. Booking hotels for coaches already... can the coaches stay the last night after State (ended after 8:00 last year and both struggle with night time driving); how many coaches are we approving for each meet?
 - b. Safe Sport Recognition: Should we reach out to a parent to spearhead this?
 - c. Did we approve \$300 a year for Continuing Education for HC?

- d. Should we get a coaches clinic scheduled with Benjamin Rae? Maybe between SC and LC?
 - e. Athlete Reps- Shane would like to step down but Molly wants to continue
 - f. When pool has unexpected closures or kids can't swim for some reason (broken bone, medical situation, etc), we will offer dry land workouts. (I will contact the WRCC to see if we could utilize an open space or gym to do this when it affects the entire team.)
 - g. Can we add 25m breast and fly for U8 swimmers? They really only have 2 25m race options at each meet.
- 2. Pre Minnow/Minnow sessions** - Numbers are high... Are the class sizes too big? Do we cap them? How do we navigate growing numbers? How do we make them feel like "real" members of the team? What are our highest priorities with these kids? I have gathered the following feedback from parents from session 1:
- a. Pros:
 - i. Our coaches are amazing (specifically - creating a fun atmosphere, team chant/high fives, etc to start and end practice, kind and encouraging, knowledgeable regarding swim)
 - ii. Two days a week is better than the three days, and the sessions are appreciated vs. the full commitment to short course
 - iii. Responses to questions has been quick and appreciated as well as email correspondence to keep parents informed of what we as a team are seeing
 - b. Cons:
 - i. Too many kids/too much "wall time" (20 kids for two coaches is too much) - kids feeling cold, bored, like they have moved backward or not progressed since last session, questions from swimmers are not being answered during class,
 - ii. We talked of making A and B groups based on skills. Parents desire this so stronger swimmers can progress faster. Can we institute this by session 2? We didn't get it executed so we need to communicate to parents if this will not happen going forward.
 - iii. Parents are hoping for a clear answer at the end of the session where they should register their kids. Can we distribute promotion papers or send out an email to inform them?
 - iv. Parents like to see coaches in the water for demonstration and safety. They liked the first week when we had Alex in the water getting kids to the side while head coaches could keep other kids moving.
 - c. The next round of splash days is on the horizon and we want to have the "new" plan in place. We will continue to work and adjust our current system to satisfy the

most parents we can while staying committed to our vision as a swim team. Following this feedback discussion, I plan to meet with Gab'e, Jeremy, and Hannah to discuss what they see as the best plan moving forward.

- d. My main objective here is to decide if DDST will have a coach-to-swimmer ratio that we abide by as a policy. USA swim recommends a 1-10 ratio of coach to swimmer. Do we make this our policy? Do we want to go lower than this or higher? We can utilize junior coaches or use older kids as “volunteer” coaches in the water to lower our coach to swimmer ratio.
 - e. We have 2 coaches and 2 lanes available for the development groups. Is there a reason we have not been using both of these during our practices? What does our new coaching staff feel is best for our swimmers?
3. **AO and Officials Shortage**- Received a message from Tanya Rude, Amanda and Wallace. We are going to have a major shortage so what is our game plan??
 4. **Cancellation Policy** - This topic came up... can we review and discuss Carolyn's drafted policy?
 5. **Sound System/Microphone Malfunction** - During the last HS meet, the microphone would not connect. Someone can price out new microphone/receiver through CAVES
 6. **Dehumidifier and Handrail** - Can someone spearhead this please? Price it out? Find out if a dehumidifier would do anything in the office? Talk with Caleb/Benjamin about these items?
 7. **Super Cooper Meet** - Can we get a motion to approve a banner/photo of some sort? Can we order our “flag” at the same time?
 8. **Medical Conditions** - We are required to have these on hand at all meets to follow USA Swim guidelines.
 9. **Safety Marshalls** - Please complete this USA Swim training asap. Can we assign one board member to each meet? Sara is exempt as she will already be serving on deck to confirm DIBs completion.
 10. **CTS** - Can we change this back to a paid position?
 11. **Payscale for paid positions** - Vote and finalize on our payment plan.
 12. **Schedule next Meeting Date** -

C. Adjournment

Notes for Discussion for Next Meeting