

GMST Board Meeting Minutes

Date: October 19, 2015

Location: Home of Randy Ontiveros, Greenbelt, MD

Attendees:

Randy Ontiveros, Sharon Stafford, Marc Swisdak, Sefa Mawuli, Khanh Pham, Pam Green, AC Cheeseboro. **Open session:** Leah Cohen.

Members not in attendance:

Bob Groelsema, Heather Jackson

Opening business

Randy announced that GMST has been officially granted 501c nonprofit status.

Treasurer's Report

Balance is about \$25,000. We have some outstanding checks and are still waiting for an invoice in the amount of a couple of hundred dollars. Still \$45 short as a result of an advance on purchases of divisional t-shirts. Khanh suggested that we should no longer purchase divisional t-shirts on behalf of parents.

There was some discussion about the financial implications of extending the winter/spring schedule by one week, as proposed by the registrar, Leah Cohen. Khanh explained that the additional weekly cost is not a significant concern (probably not as high as \$125). A decision was made to extend the spring session by one week to May 15 in order to reduce the long break between spring and summer season, and to give the new coach additional time to get to know GMST.

This summer we spent less than the \$8,000 that the City reserves for GMST. AS a result, we have extra money that we can use this year. The previous year we spent more than \$12,000 because we had too many coaches at swim meets, and the costs were out of control.

Recommendation for the ideal coach staffing mix: One head coach, two assistant non swimmer coaches, and several swimmer age group coaches during practice only, but not at swim meets.

Discussion about former head coach, Stacey Russell

Randy outlined some issues regarding the conduct of the former head coach, Stacey Russell. The Board learned that Ms. Russell may be interested in applying for the head coach position and has reached out to Randy, who declined the opportunity to discuss.

Pam Green suggested that going forward, the Board should not refer to teenage employees as "teenagers", but simply "employees". Ms. Green underscored the importance of holding all employees to the same standards of conduct despite their age.

A couple of board members also felt that Coach Nick should not be considered for any future GMST coaching position based on his deceitful actions last summer, when he was concurrently working for another PMSL team and lying about his absences from GMST swim meets.

Head coach search committee

Recommendation: GMST will require all coaches to complete USA Swimming Coaching Training before starting/resuming their coaching duties. The head coach should have at least 4 years of experience and demonstrate maturity. The Board will reimburse coaches for the cost of the training (about \$15 per person).

Compensation: Khanh said GMST would maintain the 2015 hourly rate of \$23.50, with no benefits. It is a part-time position, and the committee will look into any legal issues pertaining to sick-leave and other benefits. The head coach hours total approximately 12.5 hours per week in the summer and considerably less during the winter/spring sessions.

Recruiting swimmers

GMST seeks to attract a maximum of about 110-120 swimmers, distributed over the different age groups.

Randy said that Bob Groelsema, who was not able to attend, has several ideas for new swimmer recruitment and retention, including a parent survey.

Several board members mentioned the importance of organizing team outings and activities outside of the pool, especially for teenagers.

Winter-spring schedules

Leah Cohen attended the open session and explained how she determines the schedule, based in part on PGPCS schedule and other considerations.

Committees - general

5 vs. 3 committee members. Pam Green said that having five committee members may result in too many opinions and may ultimately hinder the efficacy of the decision-making process. Others felt that having five members would help get buy in from non-board members.

Committee chairs Bob, Sefa and Pam will send out messages to enlist volunteers for their respective committees.