

**JH Stingrays Board of Directors**  
December 7, 2021 5:00pm at 645 S. Cache Street

1. Roll call: Dessa Reimer, Molly Frobouck, Bonnie Kovacs, Julia McJunkin, Craig Robrock, and Tracy Haling were present.
2. Minutes from the October 2021 meeting were approved.
3. Officer reports: Craig reported that 18 swimmers have qualified for Winter State 2022 so far. Julia McJunkin is the newly elected athlete representative and brought the suggestions of a team swim suit. Discussion was held and she will look into team pricing and swim suit sizing for a few different styles from the swimwear company Jolyn.
4. Old business
  - a. Spook Splash in Idaho Falls had 45 JHSR swimmers in attendance. Comments were that this is always a fun meet, great first races for many beginning swimmers.
  - b. Fall in the Hole in Pinedale had 53 JHSR swimmers, 134 swimmers overall. Tracy reported great turnout of volunteers.
  - c. Polar Bear Plunge in Pinedale had 40 JHSR swimmers in attendance.
  - d. Coaches hires: Dustin Wise will be returning in December. Mark Daluge has started working towards his certification and is currently assisting on Tuesdays/Thursdays but hopefully will be able to help out with the other levels as time permits.
  - e. New officials in training: Dessa is cross training as an AO and Stroke and Turn official. Sarah Cavallaro will soon begin her stroke and turn certification process.
  - f. Old Bill's donation was \$13,165 with the matching funds.
  - g. Wyoming House of Delegates meeting report. Craig and Tracy zoomed into the HOD meeting held November 21st. Daniel Diver/WYSI Treasurer reported on a WYSI Business Grant award which has been divided up amongst the teams based on athlete and officials numbers. JHSR will receive \$2375 from this disbursement.
  - h. November swim assessment and winter session enrollment. Dessa reported that 8 swimmers paused for the winter session with 14 swimmers added to the program for a total enrollment of 75 swimmers.
  - i. JHSR Board election results. Bonnie Kovacs and Tracy Haling were re-elected into the positions of treasurer and secretary respectively. Their terms will run from January 1, 2022 to December 31, 2023.
5. New business
  - a. Holiday bell ringing for the Salvation Army. Tracy will organize and invite the team to participate.
  - b. Upcoming meets:
    - i. Kemmerer/HASC January 8th in Kemmerer.
    - ii. Shiver in the River January 21-22 in Green River. It was discussed that the Kemmerer meet is not a good first time meet given the meter pool vs yard pool and distance to travel. Shiver in the River, while being a good beginner meet, is difficult to travel to in January. The expectation that swimmers attend a meet each session will be lowered this winter session and the board will discuss the potential for holding an inter squad meet in Jackson or invitational meet in Pinedale to get times required for the district meet.

- c. 2021 Profit and Loss Statement review. Bonnie presented the P&L from 2021. It was unanimously voted that a bookkeeping service will be hired.
- d. 2022 Budget review and approval. Bonnie presented the proposed budget for 2022. The board voted to approve the budget.
  - i. Coach/official meet compensation: Bonnie presented the current meet and travel compensation policy. It was approved to change the assistant coach meet compensation to hourly wage for the meet time beginning at warmups, ending at the last race, with the presumption of a hotel being provided for away meets and per diem paid based on half the GSA rate. Mileage will continue to be paid at half the GSA rate. Officials' hotel rooms and mileage will be paid for if the official is required to fulfill the WYSI official:swimmer requirement and does not have a swimmer in attendance.
  - ii. Swim meet expenses and coach/swimmer ratio. With more swimmers attending meets, more coaches are needed to support the team. Discussion was held on a coach:swimmer ratio. It was decided that taking into account the facility and swimmer numbers, that a 1:10 ratio will be used as a rough guide going forward for meets.
  - iii. Scholarships for families in need: It was discussed that families who qualify for One22 should express interest if their need is unmet and consideration will be made on a case-by-case basis.
- e. Coach performance evaluations: Board members and the head coach reviewed evaluations of the assistant coaches and compensation. The board met in executive session to evaluate the head coach and compensation.
- f. Next meeting is scheduled for January 11th at 5:15pm at 645 S. Cache Street.