

JH Stingrays Board of Directors

Dec 10th , 2025, 6pm Teton Rec Center -Agenda By Molly Frobouck

1. Roll Call. Tracy, Scott, Julie, Dessa, Molly, Mark D, Brit B, John M, Connor, Eugene
2. Approval of the October 2025 Minutes
3. Officer Reports
4. Athlete Report
 - Practices are going well
 - Thanked Eugene for his help at the intrasquad and Fall in the Hole
5. Old Business
 - a. Recap of Fall Meet
 - i. Lander Spook Splash
 1. 25 swimmers attended, 2 coaches. Great meet.
 - ii. Fall in the Hole
 1. 161 swimmers, 88 were Stingrays. Numbers were down about 30ish. Rawlins and SWAT went to the Laramie Fall Harvest meet instead. Comments were solicited from coaches, parents and officials. Overall, kids enjoyed the meet. Liked the opportunity for a pre-lim/finals. Some concern that prelims/finals wasn't necessary for some of the younger/newer swimmers. Would like to continue this conversation and revisit what we liked and didn't like about the event so we can make decisions about next year.
 - b. Fall in the Hole follow up for next year
 - i. Financials
 1. Profited about \$1800 for the meet but costs were higher than in the past. Mainly in coaching hours and hotel rooms, etc.
 - c. Final Winter Roster update
 - i. AM Program update. Four level 5's are doing the morning program.
 - ii. Final coaches schedule. Coaching schedule is set and we should be good for the winter with our current coaches.
 - iii. Xmas break lane update for level 3 and 5. We have coverage for all levels.
 - d. Coaches Gifts a + rec center gift. Molly is coordinating. Gift basket for the rec center staff (management and front desk)?
 - e. Update on Rec and Park Meeting
 - i. Parks and rec board went to the commissioners to approve a feasibility study of the 3-lane pool and it was approved.
 - f. Fundraising Update + donation to boys raffle.
 - i. Boys raffle. Club will donate \$200. Send the info out to the team to support the boys.
 - ii. Go live with the Sponsorship Opportunities in September, so this would build between now and then.
 - iii. Need some tech help, improve visibility for the club.
 - iv. Handfire pizza April 7th night. Kickoff to the spring meet. Brit will let them know it's a go.

- v. Create a communication specialist as a volunteer role to promote more visibility within the community. Social posts, newspaper articles, banners/flyers, etc.
- vi. SafeSport zoom meeting with Brit.
 - 1. We can do group safesport educational experiences where Brit can work with another parent to meet with kids and hold group sessions. Set up a couple times in January to run some sessions, 15-20 minutes each. You can also get points for holding a session for parents. Parents could get volunteer hours for attending.
 - 2. Coaches can only text between 5AM and 10PM. Another adult needs to be on the text chain or a group of swimmers.
 - 3. Safe Sport is considering having a higher fee for teams to hold meets if they aren't SafeSport certified.
- g. Personalized Caps for Winter Session + Winter Gear Order? Yes, continue to offer this for swimmers this session. There are minimums for the winter gear order so let's hold off on this for the winter.

6. New Business

- a. Budget Review- Julie
 - i. Finances are looking great. Extra money from fundraising and we're in a great place. We can review again in January and come up with a budget.
- b. Upcoming Meets
 - i. Polar Bear Plunge - Pinedale
 - ii. Intrasquad Meet Dec 20th
 - 1. Mock meet + timers training
 - iii. Kemmerer Meet
 - iv. Washington Open
 - v. Shiver in the River
 - vi. Pinedale - SCST 67 Splash Down
 - vii. Winter State Champs
 - viii. Northwest Age Groups Regionals -hold spots at 2 meets... Board is going to defer to Connor on which meet to attend. He will talk to his swimmers and make a decision. There are pros and cons to both meets.
 - ix. Sectionals
 - x. April 17th and 18th clinic in Casper for swimmers, parents, coaches, officials. Top 5 banquet at the same time.
- c. Volunteer Sign Up
 - i. Winter Requirement Adjustments
 - 1. Volunteer hours for winter discussion
 - 2. Officials update (1-9 no officials / 1 officials for 10-17 / 18-25 - 2 officials / 3 officials for 26 or more)
 - Julie reviewed the volunteer policy document and provided a draft for the rest of 25-26. Recommends going down to 4-5 hours for the winter and spring. Some families are going above and beyond the volunteer requirement and some families that haven't given any hours. So we need to take that into consideration when we look at who is on the team. Can we reduce the requirement for families with multiple children so there are more opportunities for other families to get their hours. Keep the fall hours as is for now. Reduce to 4 hours for winter and spring.
 - Weight hours for the winter and spring: 4 for the first child, 3 for the second and 2 for the third.

- We chose not to include away meets because we need volunteers for our home events and it's an expectation for parents when they attend away meets. Ski club, for example, requires more hours as kids get older. But we can open up timing at away meets to count as volunteer hours. Keep it simple, count all volunteering that parents do.
- d. Preliminary Head Coach Discussion
- i. Budget needs to be determined
 - ii. Job Description, including hours expected
 - iii. Hiring Committee needs to be put together.
 - This will need to take some time to put together, including a meeting outside of our board meetings to start this process. We start budgeting in January. Some parents really want to encourage the board to go in this direction to provide leadership and structure. The club has grown a tremendous amount and the board has been taking on more than it probably can handle as a volunteer group. There could also be the consideration of an Executive Director position.
 - May need to hire someone from outside the area, so spring/summer would be a good time to do a transition.
 - Do a parent survey about their interest in who would be interested in being on the committee
 - Circulate a list among ourselves to collect examples of job descriptions and other information
 - Let current coaches know that this is being discussed
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