

## JH Stingrays Board of Directors

Jan 21st , 2025, 6pm Teton Rec Center -Agenda By Molly Frobouck

1. Roll Call. Molly, Julie, Tracy, Dessa, Scott, Jen Baxter, Krista Dooley, Britt Baker, Nancy Bosch, and Kim McIntyre
2. Approval of the Dec 2025 Minutes. Approved
3. Officer Reports. None
4. Athlete Report. None
5. Old Business
  - a. Recap of Fall Meet
    - i. Pinedale Meet. 9 swimmers attended.
    - ii. Intra Squad Holiday Meet. 69 swimmers attended.
    - iii. Below Zero - Kememmer. 10 swimmers attended
    - iv. Washington Open. 5 attended.- Qualifying times
  - b. Upcoming Short Course Meets
    - i. Shiver in the River. 29 swimmers attending, 3 coaches.
    - ii. Pinedale - SCST 67 Splash Down. Will likely have a good number of swimmers and we have coaches lined up and officials lined up.
    - iii. Winter State Champs. We will have a large team going. It's the last weekend of February in Gillette.
    - iv. Northwest Age Groups Regionals - . - Conversation about skipping both NW and Sectionals and attending a meet in Kona instead.
    - v. Sectionals - . Carmel, IN. Parents Booking this meet said it was very expensive so on a whim the parents started looking at other options. Arguments were pretty stiff competition looking at last year's times and probably won't make it back for finals. Kona meet- all swimmers who attended the Washington Open could attend together, a lot of Seattle teams are sending their swimmers there because they didn't want to send their swimmers to elevation in Boise. Looking at the times for the Kona meet, more kids would qualify but it is late on planning and not on other radar who have already made Spring break plans. it's also the week before spring break so maybe more kids would be able to go but you would miss an entire week of school. . Conversation among board members about sticking with the plan for the season and how we should try to avoid these types of changes mid-season to keep things fair to the entire team. Will the board financially support this meet if the team doesn't go to NW or Sectionals since the club intent support an upper level meet is a USA sanction national meet to include zones, sectionals, futures and Age Groups ( added recently to bridge the jump to sectionals) The Kona Invite does not fall under those guidelines but more under the Washington Open Invite where parents paid their own way + all coaches expenses. The club's goal has always been to have some consistency because it helps with planning for all families and is fair to all. The board recognizes we do need to balance this with having some flexibility but in a reasonable time line. There was another conversation about this in the fall and it was determined by the coaches that you needed 14 kids to go, so the FAST meet in Arizona was not pursued when the numbers were met. So it's not consistent. The board is supportive of the swimmers to pursue this opportunity but we want to make sure that we consider all the kids in the future to pursue some of these unique opportunities. - The discussion was tabled a few days until Molly could talk to Connor who was sick and gather more information around the changes.
    - vi. Intrasquad meet Presidents weekend? No discussion about this. - Not enough time to plan and not enough officials in town that weekend.
  - c. Volunteer Policy for winter / Spring- Made some changes to the volunteer policy, which are outlined and linked to the website. . There has been just positive feedback so far. We will revisit before the start of the fall season the possible monetary consequences for those who do not meet the volunteer hours each session and other parts of the policy. Did not seem fair to change at this point in the season. Consequences for not meeting the volunteer requirement will involve enrollment in future sessions.
  - d. Update on new Official Incentive. We are going to be losing several officials as their kids graduate and our numbers need to increase in order to hold intrasquads and send large numbers of our swimmers to meets.

Prior to this change, officials had their travel fees waived for their kids. Now, on top of that, we are adding in the meet entries for the kids. Also applies to CTS role. Training hours count towards volunteer hours. We are encouraging younger families who have kids coming up the pipe line to consider this.

- e. Fundraising Update - The committee is ready to start hitting the ground running and soliciting sponsors.
6. New Business
- a. Discussion about leaving the LSC (leaving Wyoming for Montana) - Coach Craig. Table discussion until Craig is able to attend. - Molly commented she was not comfortable making a big change like that while in the process of hiring a head coach.
  - b. P & L Review. We ended up with a \$40k profit in 2025. 2024 was a \$30k profit. Strong fundraising helped us grow the top line as well as the pool being closed. . We haven't offered a pay raise to coaches in a few years so we will discuss that during a closed session at the end of this meeting. - Payraised approved to start Feb 1, 2026 for all coaches.
  - c. Update on Spring Lane Schedules - Molly and Dessa met with the Rec Center to secure lanes for the spring and figure out how to accommodate our swimmers around the Kayakers. Rec Center gave Stingrays extra lanes earlier to offset the 4 lanes they will need M/W for the kayaking club at 6pm. Waiting for final approval from the Rec Center on the schedule proposed by the Stingrays.
    - i. Coaches schedules - will need to find coaches M/W who can coach at 4pm level 1 if schedule is approved
    - ii. Friday waterpolo / Level 2 & 3 Clinics. Friday time, as proposed, would be 5-7. Scott and Craig will talk to see if they can put something together for Friday polo. Levels 2+ invited as a separate sign-up.
  - d. Middle School Swimming & March Add On Month. - Add on dates are March 2nd through March 20th. We won't have the pool until 6pm. L5 shifts to the later practice time so we have 7 total lanes from 6-7pm and 8 lanes from 7-8pm.. Create an opt-in 3 week session @ \$75% of the monthly rate. 9 week session, so we would need to determine what would work with coaching. Spring session ends the last day of school. Include a tentative schedule in the spring communication to parents. Molly will send out a google form to parents of the middle school swimmers to see who will step off for middle school season. Jim Jenkins has agreed to the same schedule as last year where our state swimmers who want to swim middle school will practice the 1st week of middle school swimming with the Stingrays leading up to state and then start middle school the Monday after Wy State.
  - e. Preliminary Head Coach Job Description Discussion. The board wants to set someone up for success to take on this role. Potential start as a part time position so we can see what the actual workload is so the individual isn't underpaid.
    - i. Next steps - Budget. - trying to figure out how many hours the job description will take weekly in order to figure out a salary.
    - ii. Hiring Committee - Include parents from each level so everyone has a voice. Ideally this would start by the spring. The board will create parameters for the committee in the coming weeks. A total of 8 people will be on the hiring committee which will include a parent from each level (5), athlete rep (1), board member (1), outside member (1). Molly will send out an email to all members asking who is interested in being on the hiring committee and we will select from that pool of applicants. The hiring committee will ultimately make a recommendation to the board.
  - f. Preliminary Long Course Schedule - Will work with coaches on setting a schedule they want.
    - i. House of Delegates Meeting & Top 5 Banquet VS Spring Chicken. The weekend of 4/17-4/19. Not releasing the names of the Olympians yet but excitement is building about who might be there. In Casper. Priority to Wyoming swimmers for the room blocks. Also a meet that Sunday. Overlaps with the Bozeman Spring Chicken.
    - ii. May Classic Bozeman. May 15-17.
    - iii. Pinedale Spring Meet. Mid may, still TBD.
    - iv. Intrasquad Spring Meet. Would like to do this in May.
    - v. Missoula. Get rooms now if you can find one. Same weekend as the marathon.
    - vi. State. Location TBD. July 17-19.
  - g. State Meet Theme + State Meet Gifts and goodie bags + Team Dinner (Handfire Pizza). If we do a team dinner, it would be the week before state. We have about 40 qualifiers right now.

- h. Backstroke Ledges - Backstroke ledges are starting to appear at all meets including the State Championship. The discussion was do we need to invest in a few so the kids can practice using them before they get to State and other meets. Jim Jenkins has 8 of them for the high school team and has offered for us to borrow them for meets ect. But the concern was if we used them during practice regularly there was potential for the HS ledges to get damaged or break. The board decided to order two of the retractable ones for this season and only barrow the HS ledges for meets.
    - i. Open Parent Discussion. - Nothing that was not discussed already
- 7. Set the next meeting for the third Wed of each month. Subject to change.- Feb 18th, 2026 at 6pm.