

Arbor Heights Swim & Tennis Club
60th Annual Fall General Membership Meeting Minutes
October 11, 2022

Call to Order: 7:03pm

AHSTC General Membership Welcome (Meg Halverson, President)

- A few notes on our virtual format:
 - We are using a digital voting tool. Our Club Secretary will be explaining how it works.
 - Please mute your microphones during the presentations.
 - Please post your questions in the chat function and we will address them at the end of the Board presentations. There will be an opportunity for Q&A and new topics to be discussed in the “New Business” portion of the agenda. Please hold your off-topic questions/comments until that time.
- Agenda review
 - Board member introductions
 - Approve minutes from the February GMM
 - Board Member Reports
 - New Business:
 - Volunteering program for 2023 Season
 - Considering increasing operations and rentals past existing extended season
 - Recognition of Treasurer Curt Knox
 - Additional new business/open Q&A
 - Board Member elections
- Board member introductions
 - Officers of the Board
 - **President** – Meg Halverson
 - **Vice President** – Megan Kelton
 - **Secretary** – Aaron Rysemus
 - **Treasurer** - Curt Knox
 - Teams
 - **Swim** – Aaron Rysemus
 - **Water Polo** – Amy Leighton
 - **Dive** – Scott Spraggins
 - **Tennis** – Len Henzke
 - Other Board Positions
 - **Membership** – Megan Kelton
 - **HR** – Amy Leighton
 - **Facilities** – Curt Knox
 - **Communications** – Megan Kelton with social media support from Kate Leahy
 - **Social** – Len Henzke

Review / Approve February 3, 2022 General Meeting Minutes (Aaron Rysemus, Secretary)

MOTION: **Scotty Spraggins** **SECOND:** **John Stivers - APPROVED**

Board Member Reports:

- **President (Meg)**
 - We had a successful season and are in our post-season. 359 memberships have used the pool for either lap swim or family swim in the last two weeks.
 - We have had to replace the pool pump, which has functioned well for many years, largely thanks to Bob Kiel’s efforts in rebuilding and maintaining it.
 - Our aim in creating revenue in the off season is to provide a capital fund for expenses, such as the pool pump, but also for replacing key operational items before failure, such as our pool covers.
 - Many questions from membership on club management: here’s what we experienced this year. Brief summation of Marsh to Blake and Jennee transition, plan for next year.
 - Brief summation of how closely our situation at Arbor mirrors that of Normandy Park in terms of hiring an outside manager.
 - A note on volunteerism. We had perhaps one of the least successful years in volunteerism the Arb has seen in many many years. We do not have a good understanding of the root causes of the lack of volunteerism, but the club’s youth sports and social activities both rely on volunteers to stay running. It is possible that when people wait 10-14 years to get into the club, they expect to be treated like customers versus members who invest in the club and so we will endeavor to understand how to improve this.
- **Membership report (Megan) – 2021 Update on Membership and Waitlist:**

2022 Update on Membership and Waitlist:

- 380 family memberships (max), 118 senior memberships (max is 130)
- 28 new family members (9 family members converted to senior; 34 families did not renew)

We went through 71 names on the waitlist

- 39 accepted membership
- 32 declined and will be removed from the list

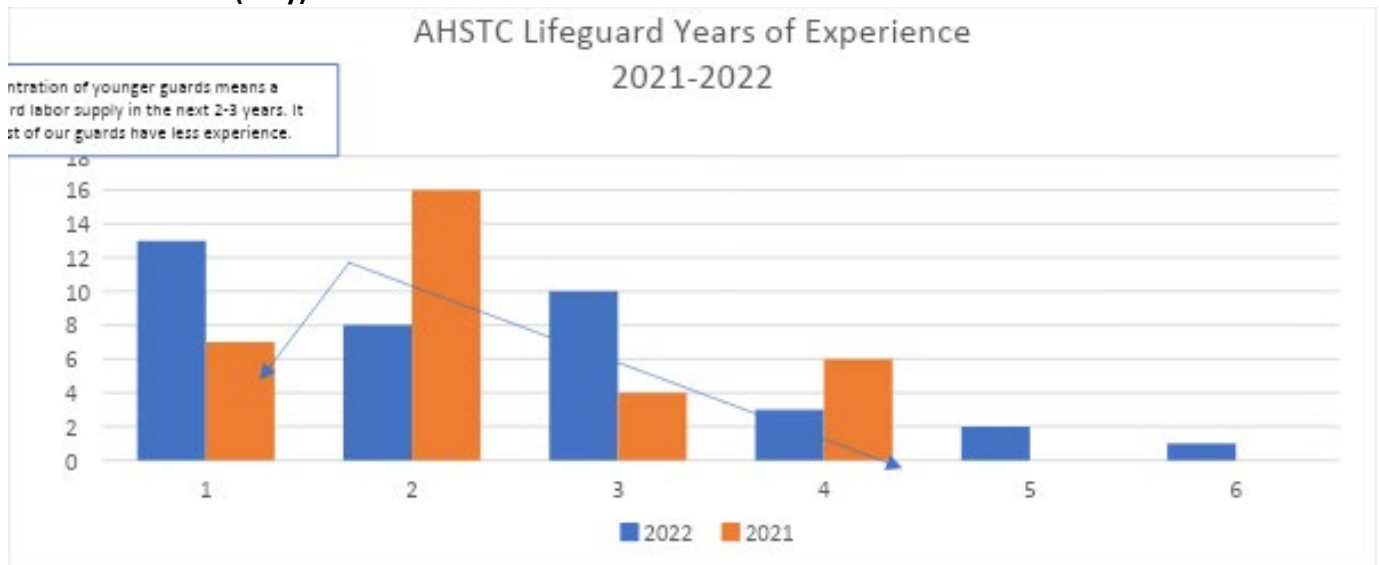
As of 10/3/2022, the waitlist is at 1597. Last year at this time our waitlist was at 1287. In Oct 2020 it was 955.

Notes:

There were a number of comment and suggestions from membership on the wait list. They included:

- Should we charge more for the waitlist given the length of the list and the amount of time it takes to become a member (over 10 years is the current estimate)
- Should we charge a yearly fee of \$25 to stay on the list, which might help weed out those waitlisters who are no longer interested?
- Can we offer additional programming to waitlisters, such as lessons?

Human Resources (Amy)



- We had 37 guards this season.
- We have 30 guards working the extended season
- We will be updating our employee code of conduct in 2023, including a formal employee handbook
- In 2023, we will institute an anti-sexual harassment training for all staff, starting with lifeguards. This, and other related education and anonymous reporting tools, are a pre-requisite for the Arb to gain access to better liability insurers, and it also makes our staff safer and better informed.

Notes:

Can we hire older guards so we can stay open longer?

Team Reports:

- **Swim (Aaron)**
 - Swim Team had great successes with many aspects of the 2022 Season, full age group practices, full dual meet and post season championship meet schedules.
 - Our recent parent survey reported overall high marks of satisfaction with our swim program.
 - Coaching staff all received individual accolades for a job well done.
 - Many people, Coaches and Parents, reported enjoying the sense of comradery and spirit on the team.
 - Team Buddies and team activities were enjoyed by many swimmers and contributed to a positive season outlook.
 - Many survey comments received will help prepare for improvements to the 2023 season.
 - BIG items we are working on in the off season: Concession food choices, streamlined apparel/merch ordering and delivery, spring practice schedule, communication through sign-ups and web pages, volunteering support and positions, swimmer and parent orientations.
 - We enjoyed many regular volunteers helping host swim meets and a number of outstanding individuals that did extra work helping support a healthy swim team, Thank you to all that supported our team.
 - Last BIG item, we will be hosting the 2023 Southern Division Swimming Championship, which planning has already begun and hopefully will be a huge success.

Notes

There was a long and ongoing discussion about swim team, largely around the recent lack of 6-year-old swimmers and the impact on the team if younger swimmers don't learn to swim early.

- Could we offer waitlisters with younger children a spot to train on the team so kids are learning to swim competitively? (The league does not allow this as far as we know).
- Could we do spring camps or swim training for waitlisters and others so kids are learning how to swim?

Dive – Scott Spraggins

- Successful dive season, Coach Kelly returned, supported by the wonderful Kate Leahy.
- Over 100 athletes participated in the dive season and AHSTC won 2nd place in All City
- Pool staff conducted themselves with excellence, from meet set up, meet management .
- Excellent volunteer engagement on Dive, thanks to Shana Goldman and all our parent and family volunteers for judging and scoring meets and putting on an awesome 2022 dive party.
- Looking ahead to next season for artistic swim, would like to implement a better program description and preregistration so we can reach our threshold number to run the program successfully

Tennis Team (Len)

- We had 180 kids in this year's program. I don't have any regional statistics, but it is likely the largest tennis program at any community swim club in the area based on other clubs I have talked to
- We had 6 successful matches and our annual All City tournament, which AHTSC organizes.
- We tried some new things this year:
- Matches with new clubs: Blue Ridge and View Ridge. In an attempt to improve competition for our kids, we broadened our reach. Unfortunately these clubs weren't able to provide many kids to attend our matches. We will look at other options next year and are hopeful that Kent will be able to once again field a large team
- Elite high school program: Moderate success, 17 kids signed up but daily attendance was low
- Summer camp: Very successful, sold out, plan to add more sessions next year. Good revenue for the club as lots of non-members signed up (who pay a higher rate)
- Feedback was mixed on our survey. Some people complained about the lack of personal attention or personal touch – we have 180 kids for four courts but we can do better. We will be looking to make some changes next year to the program – stay tuned

Notes:

- Can we have lighting on the tennis courts?

Adult Tennis (Len)

- We had strong participation in our adult tennis program this year, with over 50 registrants participating in programming ranging from beginners to advanced players. This is our third year with Coach John Woelfel, who continues to receive excellent feedback from members and guests.
- Our beginning and intermediate adult programs remain strong with demand that exceeds John's ability to provide coaching time. We also compete for court time with the kids program.
- We hope John will come back next year but we may also be looking for a second coach to supplement his efforts.
- Anyone who has ideas about improvement or would like to talk to me, or would like to volunteer to help next year is welcome to do so, you can

Water Polo (Amy)

- We had a fun water polo season thanks to the volunteer efforts of Jen Southwell
- We had 68 kids sign up this season
- The Arb went back to a full water polo season, we had two full teams for Seniors, 14U, 12U, 10U, and a successful all girls team.
- Great parent feedback on the all girls team. On Saturdays, girls were given use of the pool.
- None of our teams made it to the finals but we had fun in the process.
- We hosted All City this year, which was exciting. Manager Blake Catlow made sure staff was prepared and good food was available.
- Over all the season was a fun one and we look forward to having full teams next year.
- Sign up and come early in April!

New Business:

- **Recognition of service of our treasurer, Curt Knox**
- **We will return to the pay-or-volunteer model in 2023. Details to come.**

MOTION: Scotty Spraggins

SECOND: Alex Pietsch

APPROVED

Notes:

A great deal of gratitude from the membership on Curt’s tenure and all he has done for the club. The board noted that the high dive will hereby be named the Curt Knox High Dive and commemorated with a plaque that says the same.

- Many questions on volunteerism, mostly about whether or not senior members volunteer and how the pay or volunteer program might work.
- Will the board consider a professional custodial service to clean the bathrooms weekly?
- Consideration of rental memberships for waitlisted families for the late season.
- Consideration of swim team and water polo team rentals in the off season or extended season.

● **Board of Trustees Election (Meg)**

Reminder that we must elect a treasurer

- Introduction of Meg Halverson, Casey Jeannot, Tim Lange, and Jason Little.
 - We have 3 open positions, so please vote for three candidates.
- Brief statements by the candidates

ACTION: Consideration of candidate(s) for Board Service.

- Election of new Board Members

Notes

The board used the Election Runner voting system and the results of the election were that Meg Halverson, Casey Jeannot, and Tim Lange were elected to the board for a three year term from 2023-2026.

- Announcement of new Board Members

Motion to adjourn: 8:37pm

MOTION John Stivers SECOND Alex Pietsch – APPROVED

Approval: President _____

Approval: Secretary _____

